

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
ANNUAL PLANNING SESSION MEETING MINUTES
Tuesday, June 2, 2015**

The annual planning session of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 2nd day of June, at 5:00 p.m. in the Central Administration Building, Board of Education room, 830 Virginia Avenue, Sheboygan, Wisconsin. This annual planning session was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Gallianetti called the meeting to order at 5:10 p.m.

Present: Mr. David Gallianetti, Ms. Barbara Tuszynski, Mr. Mark Mancl, Mr. Larry Samet (arrived at 5:14 p.m.), Ms. Jennifer Pothast (arrived at 6:18 p.m.), Mr. Ryan Burg, Mr. John Hill, Dr. Susan Hein (arrived at 6:53 p.m.), Ms. Marcia Reinthaler

Moved by Ms. Reinthaler, seconded by Mr. Mancl to approve the agenda as presented. All ayes. Motion carried unanimously.

Review Updated and/or Recommended Objectives/Goals for the Strategic (Long-Range) Plan for 2015-2016

Dr. Sheehan briefly updated the school board on the overview of the Strategic (Long-Range) Plan and introduced Ms. Andrea Holschbach, Mr. Seth Harvatine, and Mr. Jake Konrath.

Goal 1/Objective 1 will remain the same; however, the activities will change. Mr. Harvatine reviewed each of the bullet points and Mr. Konrath spoke about data protocols and the amount of data that is available to the district. Mr. Harvatine also talked about how the district will continue to use the technology tools available to move forward. Ms. Tuszynski commented that this is new and exciting and is much more prescribed and she is pleased to see the commonalities. Ms. Reinthaler asked who collects all the data and Mr. Konrath responded that staff are taught how to read the data which allows them to come up with different conclusions. Mr. Gallianetti commented that allowing staff enough time is critical. Mr. Harvatine noted that teachers collaborate weekly as well as during early release on Wednesdays. Dr. Sheehan added that administration continues to look for ways to free up time for teachers. Mr. Konrath commented that we need to determine what we value as a district and continue to move forward.

Goal 1/Objective 2 – Mr. Harvatine provided a review of the Academic Career Plan and the service learning opportunities. He would like to embed the service learning opportunities into the curriculum rather than making it a graduation requirement. Ms. Martin asked Mr. Harvatine to expand on the service learning and he explained that parents want their children to not just learn service in the classroom but also experience it as part of their day. Ms. Martin commented that the good thing about service learning opportunities is that it allows students to find out what interests them. Mr. Mancl would like counselors to focus on this with students rather than having a mandate from the school board.

Goal 1/Objective 3 – Mr. Harvatine reported this objective will remain the same as the previous year. Ms. Tuszynski asked how teachers know the students are doing the actual work and Mr. Harvatine responded that there is specific software staff uses to assure there is not replicated work.

Goal 1/Objective 4 – This objective has been completed.

Goal 2/Objective 1 – Mr. Harvatine reported that this objective will remain the same as the previous year and that Lisa Finney will be taking over the PBIS.

Goal 2/Objective 2 – Mr. Harvatine reported that this is a new objective and will be discussed further on the agenda.

Goal 2/Objective 3 – Mr. Harvatine reported this is a new objective and has been added as a result of the district over identifying races or ethnicities by the Department of Public Instruction (DPI). Mr. Tom Nebel will oversee the plan. Mr. Samet commented that administration needs to control the number of referrals. Mr. Harvatine commented that we need to find a way to help to exit these students out from being identified and that the bigger question is are we doing everything we can to help these students so they do not need the special services. Mr. Mancl noted that the district just might be doing their job so this is a no win situation. Mr. Harvatine added that the impetus for PBIS to start was disproportionality.

Goal 3/Objective 1 – This objective has been completed.

Goal 3/Objective 2 – This objective has been completed.

Goal 3/Objective 3 - Mr. Boehlke talked about the rollout of the spousal inclusion of wellness points tied to premium shares. He reported that three years of scores show that staff is becoming healthier, but because spouses have not had the monetary incentive they have remained the same health wise. There are still a large number of spouses on the district insurance plan.

Goal 3/Objective 4 - Dr. Sheehan reported that this objective will remain the same. He further reported that we are adjusting staff skill sets. He talked about the changes in the Human Resources and Student and Instructional Services Departments as example of those adjustments.

Goal 3/Objective 5 – This objective has been completed.

Goal 3/Objective 6 – This objective has been completed.

Goal 3/Objective 7 – Mr. Harvatine provided a review of this objective and that there will continue to be ongoing efforts to provide teachers with the skills necessary to lead district and building initiatives through the Learning Leader program. Ms. Martin asked how the learning leaders are selected and Mr. Harvatine responded that the teacher would apply for the position and a committee of their peers (some being parents) but mostly teachers make the determination of who they want to lead them. Mr. Harvatine also reported that sixty-eight teachers showed interest in the SASD/Lakeland College Cohort. This is a planned budget item limited to thirty teachers because it is a \$30,000 salary commitment – three years out. Teachers will receive graduate level credits and the district will be using our own adjunct instructors.

Goal 3/Objective 8 – This objective has been completed.

Goal 3/Objective 9 – Mr. Boehlke reported that the district is in the middle of the conversion and that by July 1, 2015 we will be on the new software. Training for staff and conversion for students will be ongoing throughout the year.

Goal 3/Objective 10 – This objective has been completed.

Goal 3/Objective 11 – Mr. Boehlke credited Judi Smith for a great program. He further reported they will be creating a strategic plan for the department which will create many more goals for the 2016-2017 school year.

Goal 3/Objective 12 - Mr. Boehlke reported that this is a new objective and will be discussed further on the agenda.

Goal 3/Objective 13 - Mr. Harvatine reported that this is a new objective and will be discussed further on the agenda.

Goal 3/Objective 14 - Mr. Harvatine reported that this is a new objective and will be discussed further on the agenda.

Goal 4/Objective 1 – Dr. Sheehan reported that this objective will remain the same and added that Ms. Sondalle is working on the development of a new website for the school district. Ms. Sondalle will update the school board in August at which time she will explain the enhancements that are being done to the website.

President Gallianetti called for a recess at 6:53 p.m.

President Gallianetti convened the meeting at 7:06 p.m.

1&2. Possible Referendum Discussion – Mr. Boehlke provided the school board with the SASD 10-year capital needs. Mr. Mancl asked whether as a district we are committed to Cleveland Elementary School considering the future anticipated costs and Dr. Sheehan commented that Cleveland Elementary School is a much bigger discussion as part of the referendum. Discussions occurred with regards to Grant Elementary School classroom additions which are needed because they are a SAGE school. Their population also increased as a result of the Washington School for Comprehensive Literacy closure. There also may be some potential reductions in SAGE funding in the future. Ms. Reinthaler noted that with enrollment not increasing and adding additional classrooms she has a difficult time justifying the additions. Mr. Samet added that having all the special programs is getting costly with hidden costs as a result. He would like to have all the facts around these programs and be able to justify to the public. Mr. Albright is prioritizing and Mr. Gallianetti asked that the building column be prioritized as well so they know what the critical needs are. Ms. Tuszynski asked whether we add on to buildings as a result of programming and/or curriculum and Mr. Samet responded that the district does have the option to go outside of the revenue caps for building needs. There was some discussion about energy exemptions which would not require a referendum. These were only examples of ways that district could go about getting some of the needs addressed. Mr. Gallianetti commented that if the school board is committed to the capital improvements budget, then they cannot keep dipping into those budgets. Mr. Boehlke reported that because parents cannot get their children into the 4K program at

Lincoln-Erdman Elementary School their building needs would be a revenue advantage for the district as many of those children are going to a different district and then remain in that district. The shell space at North High School would be at no cost if the EDA Grant is approved (Red Raider Manufacturing). Wilson Elementary School has many conflicts with the gym space and nutritional services. Mr. Boehlke noted that an option would be to cut programs and designate funds from good insurance years; however, you cannot rely on that every year. He also clarified that the debt service on energy caps has to be approved by the school board every year or the debt service must be paid back in the year that it is not approved. Mr. Boehlke added that the district has dealt proactively with the big issues facing many districts which include OPEB, health insurance and building maintenance. Overall the school board is in support of a future referendum as it fits in with the Strategic (Long-Range) Plan and discussions centered around when to put it on the ballot (spring or fall). Discussions also occurred with regards to future board meetings and the possibility of meeting at the schools in need of significant remodeling. The school board would like to leave the capital improvements budget alone and asked that administration bring all options including programming that is justifying their recommendation. Dr. Sheehan noted that administration would put together all of the cuts that have occurred and future program cuts in order to fund capital improvements.

3. Attract and Retain Quality Staff - Ms. Holschbach reported that she will be exploring pay differentiation in an effort to retain and attract staff as well as a strategic recruiting plan for teachers and support staff. She will also be reviewing longevity pay based on five years of successful evaluations for support staff. She further commented that the district is not seeing enough candidates for certain positions and that she wants to get the message out that the district provides staff development among other benefits and that we are the place they want to work. Mr. Gallianetti asked what our philosophy will be with regards to the possible change with teacher licensure and Dr. Sheehan responded that the goal is to always have quality staff.
4. Response to Youth Risk Behavior Survey – Mr. Harvatine will explore further data collecting as some areas of the survey only had one or two questions. There still are student/parent groups and staff handling many of the issues of concern as a result of the survey response. He further reported that staff will regroup to determine what they consider important. Ms. Martin asked for a list of all programs currently being offered to students. Mr. Harvatine will add them to the activities under the Strategic (Long-Range) Plan.

Other Items for Discussion

1. Charter Schools (Reauthorizing, Expansion of present schools, Moratorium)

Moved by Ms. Reinthaler, seconded by Ms. Tuszynski to extend the moratorium on charter schools for an additional two (2) years or to 2017. All ayes. Motion carried unanimously.

Mr. Gallianetti commented that because we are unsure of how as a district we are moving forward with our funding he recommends keeping the moratorium in place at least through the biennium budget or 2017. Mr. Konrath noted that if the school board did not extend the moratorium and someone came forward with a charter application administration would have work on their hands. Mr. Mancl does not think there should be a moratorium because it does not fit with what the district's philosophy is and Mr. Gallianetti responded that the district has always been in the charter business for additional options for our students; however, we de-emphasize the funding aspect of them.

2. Strategic Plan 2016-2020 Development – This item will be rescheduled for a later time.

Adjourn

Moved by Ms. Pothast, seconded by Mr. Mancl to adjourn at 9:03 p.m. to Closed Session Per Wisconsin State Statues Sec. 19.85 (1)(c) – To consider and take possible action regarding employment, promotion, or compensation of any employee over which the Board of Education has jurisdiction or exercises responsibility. A roll call vote was taken and carried unanimously. (Samet, Hein, Tuszynski, Mancl, Reinthaler, Gallianetti, Pothast, Martin, Burg)

Moved by Mr. Burg, seconded by Ms. Martin to reconvene in open session at 9:20 p.m. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Dr. Hein to adjourn at 9:21 p.m. All ayes. Motion carried unanimously.



Joseph M. Sheehan, Ph.D.
Superintendent & Secretary of the Board