

Office of the Superintendent  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, WI 53081

**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, October 28, 2014**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 28<sup>th</sup> day of October at 6:00 p.m. in the Board of Education room, 830 Virginia Avenue, Sheboygan, Wisconsin. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Gallianetti called the meeting to order at 6:03 p.m.

Present: Mr. David Gallianetti, Ms. Barbara Tuszynski, Ms. Marcia Reinthaler, Mr. Ryan Burg, Dr. Susan Hein, Mr. Mark Mancl, Mr. Larry Samet, Ms. Jennifer Pothast, Mr. John Hill

President Gallianetti requested that everyone stand and join him in the Pledge of Allegiance.

Moved by Mr. Hill, seconded by Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.

**APPROVAL OF MINUTES**

Moved by Mr. Mancl, seconded by Ms. Reinthaler to approve the minutes of the Special Session meeting of September 16, 2014, Regular Board of Education meeting of September 23, 2014, Closed Session meeting of September 23, 2014, Closed Session meeting of October 14, 2014, Special Session meeting of October 21, 2014, and Closed Session meeting of October 21, 2014. All ayes. Motion carried unanimously.

**DIPLOMAS**

Moved by Ms. Pothast, seconded by Mr. Mancl to award high school diplomas to Brady Lowe and Stephen Mason, class of 2013, and to Justin Benitez, Aaron Serrano, Yesenia Gamez, and Jonny Ibanez, class of 2014. All ayes. Motion carried unanimously.

**STUDENT REPRESENTATIVES**

Student representative Mary Salchert talked about the renovations that occurred at George D. Warriner High School which have allowed for more space for a better learning environment and that students will be taking an art class at the John Michael Kohler Arts Center which will allow them to plug into their community. Student representative Davina Boykin talked about her visits with students at IDEAS Academy and noted the two issues they emphasized was the improved lunch program - students would like to see more vegetarian options, and their community. Because it is a smaller school students like that they receive more one-on-one attention from their teachers. Students meet once per week (town hall) to discuss what is happening around their community. While their student population is growing, their space is becoming limited so a larger facility is something students would like to have. There was no report from student representative Wesley McMahon from Central High School.

**COMMUNITY INPUT**

There was no community input.

**SUPERINTENDENT'S REPORT**

There was no report from the Superintendent.

## MISCELLANEOUS

### A. Sheboygan Leadership Academy School Spotlight Presentation

Administration presented their service learning pillars and explained that authentic, curriculum based service-learning is an intentional, instructional approach that engages learners in relevant service while teaching required academic standards and meeting curricular goals. Sheboygan Leadership Academy has made a commitment to develop relationships with local, regional and global partners to foster ongoing commitment, raise awareness, and address real needs appropriate for their students and community. Examples of different service-learning projects were presented from grades 4K through 8.

### B. Grant Elementary School Spotlight Presentation

Administration presented their Beach Clean-up project in partnership with The Alliance for the Great Lakes and Camp Y Koda and their hopes to turn the project into an environmental club through a grant they will be applying for. Third grade students learned about shoreline vegetation and animal life and cleaned up a section of the beach while 4-5 grade students collected six pounds of garbage and tested PH levels of the water as well as tests for bacteria and coliform. Persuasive writing and social studies is integrated as students write about why it is important to save the Great Lakes ecosystem along with economics by connecting the lake and how it impacts decisions on city development versus preservation.

### C. Instructional Technology Update

Administration talked about the upcoming rollout of the Chromebooks for school board members. Mr. Jaber explained that the iPads are outdated and do not have the capability of being updated any longer and that the school board needs to continue to grow with technology. The Instructional Technology team will have the Chromebooks set up for the roll out to occur in December or January. There will be basic training planned prior to a committee meeting with any additional training scheduled individually. Mr. Gallianetti noted it is important for the school board to make the migration especially during a time of district-wide transition.

### D. Teacher Meet and Confer 2014-2015

Administration provided an overview of the teacher meet and confer topics for the 2014-15 school year. He commented there was a glitch with developing cut scores because of changes made by the state. This item will be delayed until the Department of Public Instruction has restructured the TeachScape model. Other topics of discussion will be completion of leadership stipend work, master's degree discussion, total package concept, continuing education, 2015-2016 and 2016-2017 school calendars, and personal days.

### E. 2014-2015 SASD Teacher Hiring Landscape

Administration provided an overview of District staff hiring for the 2014-15 school year. Mr. Flaherty commented that the District priority is to do what we can to attract and retain employees. The SASD is ranked 16<sup>th</sup> in the state when it comes to the average teacher salary and 37<sup>th</sup> for average fringe benefits. He talked about Act 10 and its negative impact on education. Teachers in critical areas are becoming free agents as candidates will often interview with multiple districts looking for the highest bidder with some districts no longer following their pay schedules. Mr. Flaherty noted that our salary schedule should keep the District very competitive. Mr. Gallianetti expects that the current landscape will put more pressure on school district's to do signing bonuses, etc. and will require more creativity; however, we have to be aware of what impact it has on those who are making less but doing the same work. He would like the school board to receive updates as administration monitors what is happening around the state. Ms. Tuszynski commented that administration needs to be aware of the current climate and culture with current staff as pay should not be the only factor.

### F. Long-Range (5-Year) Plan Quarterly Review

Administration provided a brief quarterly update of the Strategic (Long-Range) Plan. Dr. Sheehan commented that while there is much going on in the District, administration and staff are managing to move forward and are getting activities accomplished.

### G. Adoption (Second Reading) of Revised Board of Education Policy 5120 – Assignment Within District

Moved by Ms. Pothast, seconded by Mr. Mancl to approve the adoption (second reading) of revised Board of Education Policy 5120 – Students; Assignment Within District. All ayes. Motion carried unanimously.

## H. Adoption of the Original Budget and Certification of Tax Levy for the 2014-2015 Budget

Moved by Mr. Samet, seconded by Ms. Reinthaler to approve the 2014-2015 original budget as presented in the amount of \$130,488,798 and certification of the property tax levy necessary to operate the School District for the 2014-2015 fiscal year in the amount of \$40,535,653 for all funds. All ayes. Motion carried unanimously.

Administration commented that there was a reduction in the budget of \$89,637 less which reduced the levy amount to 3.7 percent. The mill rate for equalized value is \$12.18. Mr. Boehlke read the narrative regarding the Community Recreation Department regarding Fund 85. He further commented that 58.5 percent of the District's revenue comes from the tax levy and the other percent is raised from fees. He will report to the school board any changes to how Fund 85 can be utilized.

## REPORT OF COMMITTEES

### A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Pothast, seconded by Mr. Mancl to approve agenda items #2, #7 and #8. All ayes. Motion carried unanimously.

#### 1. Diplomas

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Tuszynski to award high school diplomas to Brady Lowe and Stephen Mason, class of 2013, and to Justin Benitez, Aaron Serrano, Yesenia Gamez, and Jonny Ibanez, class of 2014. All ayes. Motion carried unanimously.

#### 2. 2015 Chinese Program Field Trip

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Tuszynski to approve administration's recommendation for North and South High School students to travel to Shanghai, Suzhou, Nanjing, and Beijing, China from March 28 to April 6, 2015. All ayes. Motion carried unanimously.

#### 3. Update on SASD Broadcasting

From the committee meeting:

Administration provided an update on the partnership between South High School, UW-Sheboygan County and WSCS. Mr. David Lalley commented that he has learned much through broadcasting including setting up and using a camera correctly to setting up a switchboard and being comfortable speaking in front of groups of people. He added that at times it was challenging to have the entire class work together; however, over time that developed. Mr. Scott Mealiff added that the program is hands-on and very structured. There is a lab hour component where students are asked to help with WSCS productions as well as other district events that provide real world experiences for them. Mr. Trimberger noted that the partnership is what project-based learning is.

#### 4. Instructional Technology Update

From the committee meeting:

Administration provided an update on the 1:1 Chromebook initiatives at the high school which was approximately 2800 devices. Mr. Jaber noted that this has been one of the largest deployments of Chromebooks in the State of Wisconsin. He explained the deployment procedures and added that the goal is to never have down time for students where they are losing instructional time. They are currently in the support phase of the deployment and he noted that students were able to take the ASPIRE testing on their Chromebooks which allowed them to finish testing in two days. Mr. Jaber added that the District is a model for other school districts in the state and that he is proud to be working in a district that is forward thinking.

#### 5. Summer School Report

From the committee meeting:

Administration provided a summary of summer school 2014. Mr. Ledermann reported that a total of 2,673 students participated which is the total Full Time Equivalent (FTE) of 180. The district can count 40 percent of the summer

school FTE for its revenue limit; therefore, summer school will add 72 FTE to the revenue limit. They experienced high participation in the Recreation Department programs as well as the Strength and Conditioning program at the high school level. The addition of ten new enrichment courses resulted in 300 additional participants.

6. Class Size Report

From the committee meeting:

Administration presented the class size report and reported that the District has been consistent with the class size numbers across all grades and continues to be manageable. Ms. Tuszynski asked what class sizes will look like once Flex Mod is in place and Mr. Holzman commented that has yet to be determined.

7. Introduction (First Reading) of Revised Board of Education Policy 5111 – Eligibility of Resident/Nonresident Students

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Tuszynski to approve the introduction (first reading) of revised Board of Education Policy 5111 – Students; Eligibility of Resident/Nonresident Students. All ayes. Motion carried unanimously.

8. Introduction (First Reading) of Revised Board of Education Policy 5113 – Open Enrollment Program (Inter-District)

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Hill to approve the introduction (first reading) of revised Board of Education Policy 5113 – Students; Open Enrollment Program (Inter-District). All ayes. Motion carried unanimously.

**B. HUMAN RESOURCES COMMITTEE**

1. Appointments

Moved by Ms. Reinthaler, seconded by Mr. Mancl to confirm appointments. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Samet to confirm the following appointments. All ayes. Motion carried unanimously.

TEACHERS

Monica Benton	First Grade	Concordia	Bachelor’s Degree
Sheboygan, WI	Grant	No experience	\$34,656.19 (prorated)

Ms. Benton has been hired for the 2014-2015 school year as a First Grade Teacher at Grant Elementary School. She received her degree from the Concordia University in December 2005. She is certified in Elementary Education, ages 6-13. Ms. Benton has been an Educational Assistant in the District since October 14, 2013. She was one of three candidates interviewed

Kimberly Hatch	Fourth Grade	UW-Oshkosh	Master’s Degree
Kohler, WI Cooper	10 years of experience	\$50,292.88	(prorated)

Ms. Hatch has been hired for the 2014-2015 school year as a Fourth Grade Teacher at Cooper Elementary School. She received her degree from the University of Wisconsin-Oshkosh in May 2010. She is certified in Elementary Education, English, and Mathematics, grades 1-8; Gifted and Talented, ages 6-13; and Reading Specialist, birth-age 21. She was one of seven candidates interviewed.

Brittany Hattabaugh	Kindergarten	St. Norbert	Bachelor’s Degree
Fond du Lac, WI	ESAA	2 years of experience	\$38,555.87 (prorated)

Ms. Hattabaugh has been hired for the 2014-2015 school year as a Kindergarten Teacher at the Elementary School for the Arts and Academics. She received her degree from St. Norbert College in May 2012. She is certified in Elementary Education, birth-age 11. She was one of two candidates interviewed.

Megan Jonas	Adolescent/Homebound	Capella University	Master’s Degree
Sheboygan, WI	Tower Academy	No experience	\$24,891.24 (prorated)

Ms. Jonas has been hired for the 2014-2015 school year as a 50% Adolescent Treatment Program/Homebound Teacher at Tower Academy. She received her degree from Capella University in September 2008. She is certified as a Guidance Counselor, birth-age 21. She was one of four candidates interviewed.

Alexandra Leichtnam Sheboygan, WI	Fifth Grade Sheridan	UW-Platteville 1 year of experience	Bachelor's Degree \$36,823.02 (prorated)
--------------------------------------	-------------------------	----------------------------------------	---------------------------------------------

Ms. Leichtnam has been hired for the 2014-2015 school year as a Fifth Grade Teacher at Sheridan Elementary School. She received her degree from the University of Wisconsin-Platteville in July 2011. She is certified in Elementary Education, grades 1-6. She was one of three candidates interviewed.

Colleen Machin Random Lake, WI	First Grade Wilson	Alverno College 10 years of experience	Bachelor's Degree \$36,839.72 (prorated)
-----------------------------------	-----------------------	-------------------------------------------	---------------------------------------------

Ms. Machin has been hired for the 2014-2015 school year as a First Grade Teacher at Wilson Elementary School. She received her degree from Alverno College in December 2003. She is certified in Elementary and Adaptive Education, birth-age 11. She was one of six candidates interviewed.

#### SUBSTITUTE TEACHERS

Rebecca Bartels	Elementary Education, 1-8; Early Childhood-Exceptional Ed. Needs, PK-8; German, 1-9; and Visual Disability, PK-12
Travis Christenson	Physical Education, Health, and Adaptive Education, ages 10-21
Deborah Ericsson	Elementary Education, grades 1-6 (Retired SASD Teacher)
Brittany Hattabaugh	Regular Education, birth-age 11
Karen Karste	Reading Teacher, PK-12; Elementary Teacher, 1-8; Emotional Behavioral Disabilities, PK-8; Reading Specialist, PK-12; Learning Disabilities, 1-8 (Retired SASD Teacher)
Leo Kelly	Physical Education and Biology, PK-12
Mary Koczan	ESL, PK-9; Elementary Education, PK-KG; Vocal Music, PK-12 (Retired SASD Teacher)
Michele Nordhagen	Broad Field Social Studies and Psychology, 7-12; Elementary Education, grades 1-6; Emotional and Learning Disabilities, PK-12 (Retired SASD Teacher)
Amy Raml	French, grades 6-12 (Previous SASD Teacher)
Renee White	Elementary Education, grades 1-6; Learning Disabilities, PK-8 (Retired SASD Teacher)
Nicholas Wilson	Degreed, Non-Certified Substitute

#### SUBSTITUTE EDUCATIONAL ASSISTANTS

Guadalupe Garcia	
Judith Shircel	(Retired SASD Educational Assistant)
Amy Belekevich	

#### SUBSTITUTE SECRETARY

Lisa Fritchen
Debra Ott

#### EDUCATIONAL ASSISTANTS

Fernando Alvarez	Sheridan	September 2, 2014	\$11.50 per hour
Danielle Brooks	ELC	September 5, 2014	\$11.50 per hour
Jeffrey Cole	North High	September 2, 2014	\$11.50 per hour
Alyssa Lentz	Farnsworth	October 6, 2014	\$11.50 per hour
Kathleen Loewen	Pigeon River	September 29, 2014	\$11.50 per hour
Amy Olson	North High	September 23, 2014	\$11.50 per hour
Megan Timm	Jefferson	October 6, 2014	\$11.50 per hour
Pa Ker Xiong	Jackson / Wilson	September 29, 2014	\$11.50 per hour

#### SECRETARY

Lori Biebel	Horace Mann	September 12, 2014	\$13.25 per hour
-------------	-------------	--------------------	------------------

#### SALAD BAR FOOD SERVER

Joseph Perez	Pigeon River	September 2, 2014	\$7.47 per hour
--------------	--------------	-------------------	-----------------

NOON LEADER

Gina Smith Cooper September 2, 2014 \$7.71 per hour

NOON SUPERVISORS

Kayla Baker	Horace Mann	September 25, 2014	\$22.42 per hour
Mirella Illarramendi	Jackson	September 24, 2014	\$7.47 per hour
Trista Kachur	Cleveland	September 29, 2014	\$7.47 per hour
Tricia Knowles	ESAA	September 3, 2014	\$7.47 per hour
Angela Martin	Cleveland	September 10, 2014	\$7.47 per hour
Kyme Rathke	ESAA	September 17, 2014	\$7.47 per hour
Shannon Scribner	Grant	September 9, 2014	\$7.47 per hour
Carla Sorenson	ESAA	September 24, 2014	\$7.47 per hour
Soydet Zanutio Alcantar	Cooper	September 2, 2014	\$7.47 per hour

SUBSTITUTE NOON SUPERVISORS

Zyrafete Blakqori	Jackson	September 16, 2014	\$7.47 per hour
Sherri Daus	Grant	September 22, 2014	\$7.47 per hour
Vanessa Hobbs	Cooper	September 17, 2014	\$7.47 per hour
Nicole Merrill	Wilson	September 10, 2014	\$7.47 per hour
Doris Sager	Lincoln-Erdman	October 3, 2014	\$7.47 per hour
Sigrid Sheeran	Wilson	September 18, 2014	\$7.47 per hour

STUDENT LIFEGUARDS

Montana Creech	North High	September 30, 2014	\$7.25 per hour
Erykah Gort	North High	September 2, 2014	\$7.25 per hour
Zachary Hang	South High	September 12, 2014	\$7.25 per hour
Joel Menzer	South High	September 22, 2014	\$7.25 per hour
Adam Schmeiser	North High	September 30, 2014	\$7.25 per hour
Elena Schuh	North High	September 2, 2014	\$7.25 per hour
Michael Woepse	North High	September 30, 2014	\$7.25 per hour

EXTRA PAY FOR EXTRA SERVICE (COACHES/ADVISORS)

North High

Daniel Burkey**	External Candidate	Assistant Forensics	\$3,771.00
Christopher Cox	North High	Assistant Football	\$2,743.00
Zachary Norman**	External Candidate	Assistant Football	\$2,743.00
Joseph O'Brien	North High	Assistant Football	\$2,743.00
Andrea Schmidt**	External Candidate	Assistant Volleyball	\$2,743.00
Lauren Schmitt**	External Candidate	Assistant Girls' Tennis	\$2,057.00
Deylin Steinbruecker**	External Candidate	Assistant Boys' Swim	\$1,371.50 – Job share
Chad Velier**	External Candidate	Assistant Boys' Swim	\$1,371.50 – Job share

South High

Eric Feudner	External Candidate	Assistant Debate	\$2,743.00
Jordan Justus	External Candidate	Drumline	\$965.00
Elizabeth Petrie	South High	Science Club	\$483.00
Vicente Rincon**	External Candidate	Assistant Boys' Soccer	\$2,743.00

\*Relative of SASD employee

\*\*Not a SASD employee

2. Proposed Support Staff/Management Non-Exempt Position – Executive Assistant/District Accountant

Moved by Ms. Reinthaler, seconded by Mr. Samet to approve the creation of a combination Executive Assistant (75%) District Accountant (25%) position. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Samet, seconded by Mr. Mancl to approve the creation of a combination Executive Assistant (75%)/District Accountant (25%) position. All ayes. Motion carried unanimously.

Mr. Flaherty reviewed the executive summary and explained the reason for this position change which was due to the need of a District Accountant position as per discussions with the District's auditors.

### 3. Teacher Hiring Study

From the committee meeting:

Mr. Flaherty provided an overview of the teacher hiring over the last three years and provided an update on the process for upcoming years. He noted the information was not dramatically different than in the past.

### 4. Teacher Meet and Confer 2014-2015

From the committee meeting:

Mr. Flaherty provided an overview of the topics to be discussed during the Meet and Confer sessions. Ms. Reinthaler noted this was being brought to the committee so they could set parameters if they felt it was needed and added that it is important for the Board to know what is happening with the discussions. Dr. Sheehan and Ms. Reinthaler noted that at anytime, if there are items the Board members would like to have administration discuss during the Meet and Confer sessions to bring those items to the attention of either herself, Dr. Sheehan or Mr. Flaherty. Mr. Flaherty added that administration may report back to the Board quarterly to keep Board members informed of topics being discussed. He also noted that he and Ms. Corning have discussed doing 'Breakfast Clubs' at the individual schools for teachers in order to address questions and/or concerns the teachers may have.

### 5. Resignations

From the committee meeting:

The following resignations have been granted:

JoAnn Austreng	Noon Supervisor	Cleveland	September 12, 2014
Megan Aho	Sub. Educ. Assistant	N/A	August 30, 2014
Janice Abraham	Substitute Teacher	N/A	August 1, 2014
Ann Becker	Substitute Teacher	N/A	August 3, 2014
Anna Bennin	Educational Assistant	Jefferson	September 9, 2014
Colleen Biller	Noon Supervisor	Jackson	September 3, 2014
Karel Bloechel	Sub. Noon Supervisor	Cooper	September 22, 2014
Linda Brendel	Noon Supervisor	Cleveland	September 12, 2014
Benjamin Chapman	Coach	North High	September 9, 2014
Crystal Crowns	Coach	South High	September 10, 2014
Taylor Daus	Substitute Teacher	N/A	August 21, 2014
Lois Demmin	Noon Supervisor	Cleveland	September 12, 2014
Timothy Drankus	Substitute Teacher	N/A	August 28, 2014
Matthew Driscoll	Substitute Teacher	N/A	September 25, 2014
Terri Endres	Substitute Interpreter	N/A	August 22, 2014
Claudia Escobar Gonzalez	Sub. Educ. Assistant	N/A	August 27, 2014
Emily Fale	Sub. Educ. Assistant	N/A	August 27, 2014
Bruce Fish	Substitute Teacher	N/A	September 18, 2014
Jodi Fox	Sub. Educ. Assistant	N/A	August 27, 2014
Joy Franzen	Noon Supervisor	Sheridan	September 23, 2014
Monica Hermosillo	Noon Supervisor	Sheridan	September 23, 2014
Martha Hicks	Noon Supervisor	Longfellow	October 3, 2014
James Johnson	Substitute Teacher	N/A	September 19, 2014
Zachary Kacmar	Coach	North High	September 12, 2014
Claudia Karls	Sub. Educ. Assistant	N/A	August 27, 2014
Patricia Kauger	Substitute Interpreter	N/A	August 28, 2014
Eileen Kelm	Substitute Teacher	N/A	August 27, 2014
Diane Kiley	Custodian	Longfellow	September 8, 2014
Jennifer Kliment	Sub. Noon Supervisor	Wilson	September 12, 2014

Matthew Kohler	Substitute Teacher	N/A	August 27, 2014
Trudy Kunstman	Sub. Noon Supervisor	Cooper	September 22, 2014
Robert Krucky	Substitute Teacher	N/A	August 25, 2014
Jill Ladwig	Substitute Teacher	N/A	August 3, 2014
Jennifer Lee	Educational Assistant	Jefferson	August 26, 2014
Mai Lee	Noon Supervisor	Wilson	September 12, 2014
Jason Lehto	Substitute Teacher	N/A	August 25, 2014
Danielle Lokken	Substitute Teacher	N/A	September 3, 2014
Amy Mehling	Substitute Interpreter	N/A	August 27, 2014
Marguerite Montgomery	Sub. Noon Supervisor	Longfellow	October 3, 2014
Elizabeth Mortimer	Substitute Teacher	N/A	July 30, 2014
Michelle Nelson	Noon Supervisor	Wilson	September 12, 2014
Bethany Nier	Substitute Teacher	N/A	July 28, 2014
Adriana Padilla	Noon Supervisor	Cooper	September 22, 2014
Lisa Pahl	Sub. Educ. Assistant	N/A	September 22, 2014
Elisabeth Pickel	Substitute Teacher	N/A	August 25, 2014
Bradley Pitzen	Noon Supervisor	Cleveland	September 12, 2014
Terrence Radtke	Coach	South High	September 10, 2014
Robert Roethle	Custodian	Pigeon River	October 17, 2014
Jose Santamaria	Sub. Noon Supervisor	Wilson	September 12, 2014
Teresa Sizonen	Noon Supervisor	Cooper	September 22, 2014
Zikkiyyia Stovall	Sub. Noon Supervisor	Cooper	September 22, 2014
Eric Strzok	Coach & Sub. Tchr.	South High	September 24, 2014
Dana Tennesen	Substitute Teacher	N/A	August 4, 2014
Adam Teunissen	Coach	North High	September 18, 2014
David Villareal	Sub. Educ. Assistant	N/A	September 16, 2014
Wendy Wilson	Sub. Educ. Assistant	N/A	August 21, 2014
Mai Xiong	Educational Assistant	Jefferson	September 12, 2014

## 6. Leaves of Absences

From the committee meeting:

The following leaves of absences for maternity/paternity/personal reasons have been granted:

Dale Billmann	Painter	Facilities Services	October 3-20, 2014
Monica Cyr	Educational Assistant	Student & Instr'l.	August 11-October 7, 2014
Gary Dekker	Custodian	Facilities Services	Intermittent
Linda Fritsch	Secretary	Business & Oper'l.	Intermittent
Jean Johnson	Educational Assistant	Jefferson	November 3-17, 2014
Adele Keaton	Teacher	Sheridan	September-December 5, 2014
Oury Lor	Educational Assistant	ELC	September 24-December 18, 2014
Michael McCabe	Teacher	Horace Mann	September 22-29, 2014
Lois McHenry	Teacher	Farnsworth	October 13, 2014-January 16, 2015
Amy Mikkelson	Teacher	Student & Instr'l	Intermittent
Ann Muellenbach	Teacher	South High	August 27-September 5, 2014
Mary Schueffner	Secretary	Tower Academy	Intermittent
Paula Vreeke	Cook	School Nutrition	Intermittent
Linda Wagner	Cook/Food Server	School Nutrition	Intermittent
Sarah Ward	Teacher	Sheridan	August 26-October 30, 2014
Kim Williams	Secretary	Horace Mann	Intermittent
Amy Winkel	Teacher	Madison	November 12-December 11, 2014
Wendy Yurk	Secretary	Business Services	August 25-September 3, 2014



**C. FACILITIES/RECREATION/THEATRE COMMITTEE**

1. Review of Summer Maintenance Projects

From the committee meeting:

Mr. Joe Vollmer provided a presentation of multiple projects that were completed during the summer recess. The projects included the South High School tennis court and press box new windows and siding, Urban Middle School gym replacement and library ceiling/lighting replacement, Horace Mann Middle School water main, Grant and Madison Elementary School's kitchen remodel (along with 7 other schools), North High School graphics lab, science room, stairwell ceiling/lighting replacement, and 34 replacement floor projects.

2. Facility Permit Report

From the committee meeting:

Administration presented the Facility Permits Report for the period of September 1-30, 2014 for information.

3. Request to Use Fund Balance

Moved by Mr. Hill, seconded by Mr. Samet to approve administration’s request to use the Community Recreation Department’s Fund Balance for the purpose of \$15,000 to fix/repair and resurface Kuehne Court tennis courts; \$15,000 to fix/repair and repaint-recondition Horace Mann Middle School tennis courts; \$25,000 to purchase new fitness center equipment; \$10,000 technology initiative/office updates for a total of \$65,000. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Tuszynski, seconded by Ms. Pothast to approve administration’s request to use the Community Recreation Department’s Fund Balance for the purpose of \$15,000 to fix/repair and resurface Kuehne Court tennis courts; \$15,000 to fix/repair and repaint-recondition Horace Mann Middle School tennis courts; \$25,000 to purchase new fitness center equipment; \$10,000 technology initiative/office updates for a total of \$65,000. All ayes. Motion carried unanimously.

Mr. Brooks provided an overview of the fund balance expenditures and reported they are in the upper twenty percent range with their fund balance.

**D. FINANCE & BUDGET COMMITTEE**

Moved by Mr. Samet, seconded by Dr. Hein to approve agenda items #3 and #4. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

Moved by Mr. Samet, seconded by Dr. Hein to approve Fund 41 capital projects. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Mr. Burg to approve Fund 41 Capital Projects. All ayes. Motion carried unanimously.

	Capital Projects Appropriation	Interest Earned To Date	Expenses To Date	Under Appropriation
A. CAP IMPROV PRIOR YEARS	1,399,328.44		1,123,694.46	275,633.98
B. CAPITAL IMPROVEMENTS 2013-14				
Completed Project Totals	1,000,000.00		499,867.45	500,132.55
C. CAPITAL IMPROVEMENTS 2014-15				
a. ADA	10,000.00		0.00	10,000.00
b. Asbestos Removal	20,000.00		0.00	20,000.00

c.	Auditoriums	30,000.00	0.00	30,000.00
d.	Blacktop/Concrete	50,000.00	0.00	50,000.00
e.	Building Renovations	101,000.00	0.00	101,000.00
f.	Doors/Hardware	15,000.00	0.00	15,000.00
g.	Electrical	10,000.00	0.00	10,000.00
h.	Facility Upgrades	199,000.00	18,350.00	180,650.00
i.	HVAC	15,000.00	0.00	15,000.00
j.	Lighting	25,000.00	0.00	25,000.00
k.	Playground	20,000.00	0.00	20,000.00
l.	Lockers	50,000.00	0.00	50,000.00
m.	Plumbing	90,000.00	0.00	90,000.00
n.	Roofing	205,000.00	0.00	205,000.00
o.	Security/Fire	50,000.00	0.00	50,000.00
p.	Tractor/Truck	50,000.00	0.00	50,000.00
q.	Building Envelopes	<u>60,000.00</u>	<u>0.00</u>	<u>60,000.00</u>
		1,000,000.00	18,350.00	981,650.00

Total Fund 41	3,399,328.44	91,697.59	1,641,911.91	1,849,114.12
---------------	--------------	-----------	--------------	--------------

D. QSCB Proceeds Phase II	895,000.00	1,334.36	896,310.05	24.31
---------------------------	------------	----------	------------	-------

2. Introduction (First Reading) of Revised Board of Education Policy 6235 – Fund Balance

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Policy 6235 – Finances; Fund Balance. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Samet, seconded by Mr. Burg to approve the introduction (first reading) of revised Policy 6235 – Finances; Fund Balance with the caveat to review this revised policy with Neola. All ayes. Motion carried unanimously.

Mr. Boehlke reminded the committee that they had requested he review and bring forward fund balance policy language from comparable districts which he provided. Ms. Reinthaler questioned if Neola had reviewed this revised policy and Mr. Boehlke responded Neola had not. Mr. Boehlke noted our fund balance is at the state average within the 20-30% ranges.

3. Fresh Fruit and Vegetable Grant

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Dr. Hein to approve submitting a grant application for the Fresh Fruit and Vegetable Grant in the amount of \$12,000. All ayes. Motion carried unanimously.

4. Let’s Move Salad Bars to Schools Grant

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Dr. Hein to approve submitting a grant application for the Let’s Move Salad Bars to Schools Grant in the amount of \$5,000. All ayes. Motion carried unanimously.

5. Gifts

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to accept all gifts, approving those \$2500 and greater. All ayes. Motion carried unanimously.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Various Art/Music supplies	Barb Sindelar	Lincoln-Erdman	75.00

Book	United Methodist Women of St. Luke United Methodist Church	Grant	16.95
Monetary	Nikki's Nex 2 New LLC	South High	200.00
Metal Music Stand	Laurie/Mike Cassidy	James Madison	30.00
Monetary	Target-Take Charge of Education	South High	432.35
Monetary	Cleveland and NEW Montessori PTO	Cleveland & NEW Montessori	1,600.00
Monetary	Target-Take Charge of Education	Cleveland & NEW Montessori	163.06
Monetary	Target-Take Charge of Education	North	632.89
School Supplies/Clothing	First United Lutheran Church	Grant	150.00
Birthday Pencils	Wilson School PTA	Wilson	139.92
(2) 8' Onyx Straight Back Benches	Darla J. Fredricks Estate	Wilson	2,157.70
School Supplies	Brett Sprang	Wilson	300.00
Piano Books	Barb Sindelar	North High	125.00
Clothing	Kohler Waters Spa	South High	500.00
Book	United Methodist Women of St. Luke United Methodist Church	James Madison	16.95
Monetary	Jonathan/Anjenette Pond	North High	100.00
Monetary	Classic Title Service, LLC	Longfellow	50.00
Various supplies	Jodi Siporski(JoJo's Party House)	North High	400.00
Monetary	Vicki Willard	North High	100.00
Monetary	Kohler Credit Union	North High	70.00
Monetary	James Madison PTO	James Madison	265.10
<i>For Action</i>			
Monetary	Frank G. & Freida K. Brotz Family Foundation, Inc.	North (seat refurbishing in North High Auditorium)	10,000.00
Monetary	LTC Foundation	South High (Project Grill)	2,500.00

#### D. COMMITTEE OF THE WHOLE

##### 1. Third Friday Enrollment

From the committee meeting:

Mr. Holzman provided an overview of the Sheboygan Area School District's Enrollment Data Report for the 2014-15 school year noting total enrollment is 22 students less than last year. He spoke about the growth and reduction of students from last year compared to this year's Enrollment Data Report and noted that South High School's enrollment increased for the first time in a couple of years. He added that the total elementary enrollment is less 39 students; however, there were five schools (Cooper, James Madison, Pigeon River, Jefferson and Wilson) that administration recommended a "freeze" on incoming students through school choice and open enrollment. Comparing the three to five year average data; the elementary and middle schools are stable. The total high school enrollment had an increase of 30 students from last year. Mr. Holzman noted the free/reduced population in the Sheboygan Area School District is at the lowest it has been in five years with a drop of five percent; however, there is still a significant number of students on free/reduced lunch. He indicated he does not have an explanation as to why the percentage is lower as there could be various reasons such as families not completing the lunch application forms or perhaps more families are working. He added that not as many high school students apply as the elementary and middle students. Mr. Gallianetti suggested that the Board be given a chart indicating the number of students by school who receive free/reduced lunch. Mr. Holzman spoke about state open enrollment for 2014-15 and noted due to the open enrollment exemption students can attend schools outside their district without paying tuition. The data for the open enrollment exemptions were 21 students who moved out of our district but chose to stay in our district and 29 students who moved in our district but wanted to stay in their current district. He added there is no significant trend besides many students coming and going through open enrollment. Mr. Burg noted that it is interesting that the SASD total enrollment decreased approximately 22 students and private schools enrollment increased approximately 24 students, with the majority increase in the voucher schools and questioned if that is due to the impact of the vouchers and Mr. Holzman responded he cannot confirm nor deny this as the Department of Public Instruction does not release information as to who receives the vouchers. Mr. Mancl questioned if there was third Friday data for vouchers and Mr. Holzman responded there is a state database that will show how many students received vouchers at each private school, but does not indicate who receives the vouchers. He further added that he has requested this information but and will follow up.

## 2. General State Aid

From the committee meeting:

Mr. Boehlke discussed the factors that determine the amount of state aid given to the District and how state aid affects the District tax levy. Mr. Boehlke reviewed the general state aid history which is projected to be flat for next year. He added he will be informed of the state aid on October 15, 2014 and noted it is estimated to be lower than what the Department of Public Instruction projected in June; which is based on the district budget and as the district spent less the general state aid decreased. He spoke about why the district receives less aid when it spends less of its budget and explained the district does not lose that state aid which is based on the prior year's factors which include how much property value per student and how that compares with the statewide average. SASD property value is 30 percent less than the state average. Under our revenue cap, 66 percent of our revenue cap came from general state aid and the remaining 34 percent is what the district taxed through levy. He further noted that any time state aid goes up or down that affects the levy. District's below the state average of property value per student is called a positive tertiary district - a district that spent less money than budgeted receives less aid the following year. He noted the money budgeted which was not spent is not lost as it goes into the general fund, and if the expenditures raise, that aid will be received the following year. He added a low spending year/high spending year determines spikes in the levy and the District tries to even out the levy. Due to the District's lower than budgeted paid claims on the District's self-funded health insurance plan for the 2013-14 fiscal year, the amount of equalization aid received in 2014-15 will be lower. If the budget surplus is spent in the 2014-15 fiscal year, then the equalization aid associated with those expenses will be received the following year. Mr. Samet suggested that every April the Board looks at a snapshot of the budget and insurance claims and if doing well - discuss whether to spend down or put the surplus into the general fund balance to spend the next year. Mr. Boehlke added that when looking at the District's general state aid history there are years the aid has gone down seven percent and years it has increased eleven percent, and that the calculations are complicated. Mr. Boehlke further added the District can use fund balance as a way to adjust the levy and recommends levying to cap. Not spending the money budgeted does not affect revenue it just affects aid. Mr. Boehlke stated next Tuesday, October 21, 2014 he will present the actual aid and numbers.

## 3. Annual Board Development Tool

Mr. Gallianetti deferred this item to Mr. Samet and Mr. Burg to start discussions as this was their suggestion. Mr. Burg noted that he and Mr. Samet attended a Wisconsin Association of School Boards (WASB) meeting in which they were explaining that WASB was working with School Perceptions, an independent Wisconsin research firm, to create an online survey tool for school boards and the association to identify areas of strengths and areas needing assistance. Board members will have a unique code for the online survey which allows for the responses to be anonymous. The survey will take approximately twenty minutes to complete and there is no cost. Mr. Gallianetti questioned what the board would receive back and Mr. Burg responded that the board will receive a report showing areas the board largely agrees as well as areas needing improvement. Ms. Tuszynski noted the deadline to use the survey code is June 2015 and Dr. Sheehan added the turnaround for receiving the results is quick. Mr. Gallianetti suggested if the board is in agreement to taking the survey it should be completed by a specific date and asked if any members were against taking the survey. It was determined the Board members will complete this online survey by the end of November.

## 4. Notice to Parents – Swimming Competition

Ms. Tuszynski noted that in 1997 a student dove into the North High School pool and suffered a spinal injury. Dr. Sheehan commented that in 1998 the Board took action which would not allow swimmers/divers to dive into less than 4'6" water. This is being brought before the Board as the directive is to send a letter to the parents requesting authorization for their child to dive from the starting blocks, or authorizing their child not to start from the starting blocks but start from in the water. Mr. Chris Hein noted that our district requirements are higher than WIAA and National Federation of High School Standards which are that starting blocks are no higher than 30 inches and pool depth where starting blocks are must be a minimum of 4 feet. Mr. Gallianetti questioned if the schools in the conference have been contacted to request all swimmers start in the pool and Mr. Hein responded that they had requested the conference be moved but that does not look like an option and starting in the pool could impact positioning for nationals. Dr. Sheehan added that administration can enforce what our district dictates but cannot enforce those same guidelines to other districts. Dr. Sheehan noted that the authorizations were drawn up by legal counsel and recommend that it is the parent's responsibility to authorize their child to dive into water less than 4'6" or authorize their child not to dive into water less than 4'6" and start in the pool. Ms. Reinthaler questioned if the District has competed at this school in the past and Mr. Hein responded no, but other schools have. Ms. Tuszynski questioned if the swimmers have received proper training regarding shallow end starts and Mr. Hein responded that regardless which end the swimmers/divers are starting from they are trained to dive at a two foot depth; however, each

swimmer has difference in abilities and the recommendation leaves the decision up to the parents and students as they know their own abilities and comfort level, yet still gives the students ability to start from shallow end if they feel comfortable. Mr. Mancl noted that this is no different than other activities that have waivers and the District has the direction from legal counsel for parents to consent. Mr. Samet questioned if other meets at the respective schools have the starting blocks at the deep end and Dr. Sheehan responded yes. Mr. Samet questioned why the starting blocks cannot be moved to the deep end at Lawrence University and Dr. Sheehan replied that the starting blocks are not portable. Dr. Sheehan communicated that this was brought to the Board to follow the directive from 1998 to send letters to the parents and request authorization regarding their child diving from the starting blocks or starting in the water. The Board determined that administration should follow the 1998 directive, include the letter to parent(s), information/reports as noted in motion, and both authorization forms.

5. Moved by Mr. Gallianetti, seconded by Ms. Pothast to adjourn to Closed Session at 8:57 p.m. A roll call vote was taken and motion carried unanimously. (Samet, Hein, Mancl, Pothast, Tuszynski, Gallianetti, Reinthaler, Hill, Burg)
6. Moved by Dr. Hein, seconded by Ms. Reinthaler to reconvene to Open Session at 9:06 p.m. All ayes. Motion carried unanimously.

Moved by Mr. Hill, seconded by Mr. Mancl to accept the commercial offer to purchase the Washington School for Comprehensive Literacy property by Gorman & Company, Inc. in the amount of \$300,000. A roll call vote was taken and motion carried 8-0. (Samet, Hein, Mancl, Pothast, Gallianetti, Reinthaler, Hill, Burg)

7. Moved by Ms. Pothast, seconded by Ms. Reinthaler to adjourn at 9:13 p.m. All ayes. Motion carried unanimously.

#### **F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Legislative Breakfast – Mr. Samet spoke about the packet of information the Board received on each candidate for the upcoming election. Dr. Sheehan added that regardless of who wins, the commitment to continue ongoing discussions with local legislators will remain a priority.
2. Human Growth & Development Advisory Committee – Minutes from the October 6, 2014 HG&D Advisory Committee meeting were presented.
3. Sheboygan Public Education Foundation – Ms. Reinthaler reported that the ‘All in for Education’ fundraiser was well attended and that they sold twice as many raffle tickets as the previous year. She thanked all the local businesses for their contribution and support as well as Terry Shircel and Roxanne Pauls.

#### **COMMUNICATIONS**

Communications were noted.

#### **FUTURE MEETING DATES**

November 11, 2014 - Committee meetings beginning at 6:00 p.m.; November 25, 2014 – Regular Board of Education meeting beginning at 6:00 p.m.; December 9, 2014 – Committee meetings beginning at 6:00 p.m. and Regular Board of Education meeting beginning at 6:30 p.m.

#### **ADJOURN**

Moved by Ms. Pothast, seconded by Mr. Mancl to adjourn at 8:39 p.m. to Closed Session per Wisconsin State Statutes Sec. 19.85 (1)(e) – To consider and develop negotiating strategy with respect to deliberating or negotiating the sale of a public property. A roll call vote was taken and carried unanimously. (Samet, Hein, Mancl, Pothast, Tuszynski, Gallianetti, Reinthaler, Hill, Burg)

Moved by Ms. Pothast, seconded by Ms. Reinthaler to reconvene to Open Session at 9:00 p.m. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Dr. Hein to adjourn at 9:01 p.m. All ayes. Motion carried unanimously.



Joseph M. Sheehan, Ph.D.  
Secretary and Superintendent

jjh