

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
ANNUAL PLANNING SESSION MEETING MINUTES
Tuesday, June 17, 2014**

The annual planning session of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 17th 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 5:07 p.m.

Present: Mr. David Gallianetti, Ms. Barbara Tuszynski, Mr. Mark Mancl, Mr. Larry Samet, Ms. Jennifer Pothast, Mr. Ryan Burg, Mr. John Hill, Dr. Susan Hein arrived at 5:37 p.m., Ms. Marcia Reinhaller arrived at 5:51 p.m.

Moved by Ms. Tuszynski, seconded by Ms. Pothast to approve the agenda as presented. All ayes. Motion carried unanimously.

COMMUNITY INPUT

None was provided.

Review Updated and/or Recommended Objectives for the Strategic (Long-Range) Plan for 2014-2015

Dr. Sheehan noted the information the Board members received is the same information which was discussed at the June 10, 2014 Committee of the Whole meeting. No further discussion occurred.

OTHER ITEMS

1. School-to-Work/Career and Technical Education – Ms. Barbara Tuszynski/Mr. Mike Trimberger/Mr. Jason Bull/CTE Staff

Mr. Schneider, South High School Guidance Counselor, provided a presentation regarding how the Sheboygan Area School District (SASD) is addressing the “skills gap”, (meaning not fulfilling needs of area employers). He noted there are two major issues: experienced workers who are retiring at a rapid rate and younger inexperienced workers coming in which creates a “skills gap”; and there are fewer young people interested in acquiring skills in the employment sectors of need, which creates an “interest gap”. He spoke about connecting businesses and education. A way to do this is by teaching the skills within the context of the work that the skills are to be applied and by securing the endorsement of employers, insofar as the students acquire the skills and are connected directly to the workforce. Mr. Schneider added students have opportunities to take courses correlating to several pathways such as; Health Care, Manufacturing, Information Technology in which are connected to various area businesses such as Aurora Health Care, Prevea Health, Rockline Industries, Curt Joa, American Orthodontics, Acuity, Lakeland College, Lakeshore Technical College, MSOE, University of Wisconsin as well as several others. There is also the Capstone Experience in which employers may not be able to get minors into their work setting; however, the district can by replicating the setting into the students environment. Students can earn dual credits, both high school and college credits. Besides the fore mentioned pathways, students can also work with Inspire Sheboygan County, which is a collaboration of educators and employers. He further added that from 2006, over the last eight years, students going to college is approximately 55 percent but if look six years out, only about 32% completed any kind of degree. Six percent of the national debt is student loans. He noted there are local employers who will hire and offer scholarships, give on the job training and the student is not absorbing the costs. Mr. Samet asked if more students register for these pathways how will the district fund the teachers as more teachers will be needed and Dr. Sheehan responded by combined teaching, in which the teacher will not only teach the class but also be with the student in the community resulting in no extra cost. Mr. Trimberger spoke about working with various employer Human Resources departments and developing a curriculum, DACUM. He noted the amount of dual credits are being increased by working with area colleges such as Lakeland College where SASD teachers are teaching the college programming class(es) which then does not increase staffing. It is reshaping what electives and core classes mean. Mr. Bull noted overarching goals at North High School (NHS) is for every student to graduate feeling happy, successful, skilled members of our community and to provide comprehensive courses. He spoke about their students building programs to provide a product for area companies. Students

have a curriculum inside the walls of NHS and also in institutions, creating a hybrid. Applications are used inside and outside the walls of NHS. Examples are students involved in the house construction, various pathways, Project Lead the Way.

Several representatives from both NHS and SHS gave an overview of the processes, criteria for the different pathway opportunities and college credits available to students. Mr. Trimberger spoke working with MSOE for certification of college credits. He highlighted that an article regarding the SASD House Construction was printed in the *Wisconsin STEM Pathways* magazine and that house this year was custom built and sold in the \$300,000 price range.

Mr. Mancl asked if the purpose of this presentation is to request additional support from the Board or informational and Dr. Sheehan responded this is to update the Board on the steps the district has taken and inform about some of the significant steps that will be coming next year so the Board is knowledgeable if questions are asked of them. Mr. Trimberger added this is advocacy of how the district is filling the skills gap. Mr. Mancl asked what is the possibility of a freshman receiving college credits from MSOE and Mr. Brian Henriksen, teacher at SHS, replied that a freshman received MSOE credits this year. Mr. Trimberger added it is mutually beneficial to both the college and district by allowing these classes to be taught in the high school-students can earn 6-12 credits-which is offering our students a path to graduate college in three years, and the student will most likely continue at that college.

Mr. Jeff Grunewald, construction teacher at NHS/SHS spoke about the SASD House Construction Project. He noted the district has been building homes for sixteen years. Noting the fantastic relationship that has been developed with area businesses, realtors, etc., and the generous donations received from area businesses. He highlighted that every student working on this project this year, who wanted job, had one upon graduation and two graduates have already started working. He noted this is a fantastic program; however not enough students are aware of the program and he is working on informing middle school students, and making the program more efficient for the students to seek out. He added students can get apprenticeships through Lakeshore Technical College and receive credits. Mr. Gallianetti asked what the preferred number of students on the project would be and Mr. Grunewald responded 12-15 from each school, some juniors and seniors. Ms. Tuszynski asked if there is still a competition for the house design and Mr. Grunewald replied yes, there is a committee that reviews the drawings, they pay out for the top three drawings and when the final drawing is picked it is brought back to the committee for further final details.

Mr. Craig Heeler, SHS Tech Ed teacher spoke about Project Lead the Way, students can receive engineering credits from MSOE if they score a seven or higher on the test. He added that MSOE is the Wisconsin Affiliate for Project Lead the Way and the various colleges and universities will contact MSOE for the scores; it is out of the hands of the high schools. He further added the credits transfer everywhere not just to MSOE. Mr. Steve Kiel, SHS teacher and Mr. John Juckem, NHS teacher also spoke about Project Lead the Way and the Red Raider Manufacturing program which students from both high schools are involved in. There is much collaboration between teachers and schools regarding engineering and manufacturing skills. Dr. Hein questioned how the collaboration will work with the flex mod schedule beginning at SHS and Mr. Schneider responded the hope is that programs such as Red Raider Manufacturing program would function as a business and they would schedule students during their flex times. Flex time allows the program to run all day and opportunities are readily available. Ms. Tuszynski asked what percentage of young women are in these programs and Mr. Kiel responded approximately 20-25 percent are enrolled in the civil engineering/architect classes. Mr. Juckem noted that Red Raider Manufacturing is a combination of NHS/SHS metals department working together which makes the program successful. Metals is the specific material they work with and is how they achieve Project G.R.I.L.L. through Project Lead the Way. Mr. Juckem provided information relating to aligning the manufacturing curriculum with Lakeshore Technical College (LTC) and working with LTC on students receiving advanced credits, due to the skills gap, and LTC was able to give the district more classes to teach relating to the manufacturing program. Students that complete all three classes can receive twelve credits. He discussed several projects during second semester that the students have worked on such as making shepherd hooks, running 800 lbs of metal through the CNC cutter, building of a formula car, building fire rings, lawn art, etc. These projects taught students many life skills such as time management, marketing, bidding, etc. and everyone worked as a team and differentiated learning was used.

Mr. Peter Geise, gave an overview of Inspire of Sheboygan County, which is a network that connects area professionals with students. He added this originated from community businesses and educational partnership through the Sheboygan Area Chamber of Commerce in regards to the skills gap. His goal was to have 20 companies with 60 career coaches involved and there are over 200 career coaches and over 40 companies involved and he tries to match students with career coaches. He has also integrated counseling software, Career Cruising, which SASD uses. He noted this is a great tool and schools are using it effectively. Mr. Schneider added Career Cruising is used county wide not just district wide.

Mr. Gallianetti announced at 6:51 p.m. break would be taken.

Mr. Gallianetti reconvened the meeting at 6:55 p.m.

2. 10-Year Capital Projects Plan and Prioritized Remodeling Additions – Dr. Joseph Sheehan/Mr. Mark Boehlke/Mr. Dave Albright

Dr. Sheehan noted the materials the Board have received and the information presented tonight will give an understanding of the projects completed to maintain the facilities, long term maintenance, additional recommended projects as well as the prioritization of recommended projects for facilities. He further noted that Mr. Bill Foster from School Perceptions, will be at the June 24, 2014 Regular Board of Education meeting to discuss strategies on how to address these needs.

Mr. Albright provided an overview of the 2003 and 2006 study of capital improvement projects which have not been completed and the associated costs. Additionally, he provided an overview of the updated and prioritized 2006 facilities study, and spoke about how some of the projects that had not been completed were incorporated at some of the facilities while in the process of doing other work at costs less than projected, which leveraged extra funds. For example, at Cooper there was a need to expand the health room which had a projected cost of \$40,000 and while adding on to Cooper for the speech specialist room a sink was added to the existing work room to expand the health room and the teacher work room was moved across the hall. He further talked about some of the projects that administration is recommending not doing. He spoke about several recommend projects such as at Cleveland, remodeling the cafeteria and replacement of portable classrooms, which are the oldest in the district. Mr. Albright also provided information regarding projects which will need further discussion. This information was included with the board packet information. Dr. Sheehan noted the Board had requested a priority list of projects and the information provided includes projects that have been completed; projects that are no longer being recommended and recommended projects which will need additional discussion. Mr. Albright added there have been deferred projects due to having a lower capital improvement budget, at one time it was \$2,000,000 a year and presently it is back to \$1,000,000. With these budget cuts and less maintenance staff some of the projects have had to be deferred.

Mr. Albright reviewed the ten year maintenance plan, noting with a \$1,000,000 budget by year 2015-16 there will be \$613,000 which will have to be deferred. He reviewed the plan with the Board and discussed by location (facility), the needs and maintenance of each of the facilities along with the estimated costs. The maintenance costs in the 10 year plan by 2023-24 is \$26,628,650 and that is just for maintenance of what we have, add \$10,935,000 for safety issues and \$6,715,000 for potential recommended projects (projects listed as needing further discussion) would total \$44,278,657 less the \$10,000,000 (10 year total capital maintenance budget) would be looking at estimated cost \$34, 278,650. He added basically, the 10 year maintenance projects will be \$26,600,000 and our capital budget will be short \$16,000,000.

Mr. Samet suggested that the administration should work with the finance committee to look at this regardless of the information Mr Foster discusses at the Regular Board Meeting. He added a solution needs to be found to increase the capital budget back to \$2,000,000. Mr. Gallianetti noted that there would still be a shortfall of \$6,000,000 just for maintenance. Mr. Samet further added before discussing going for referendum he suggest a list of projects that could be covered under performance contracting would be helpful to the board. Dr. Sheehan explained that Mr. Foster will speak about performance contracting versus referendum and Mr. Foster will be able to answer many of the Boards questions.

3. Valedictorian – Mr. David Gallianetti/Mr. Mark Mancl/Mr. Mark Holzman

Mr. Mancl noted his concern with the grading policy related to valedictorians, academic rigor, and criteria. He asked if the board members were interested in keeping the policy as it is or making changes to this policy regarding the weighted grading. Mr. Holzman spoke about the criteria and added that all the valedictorians reached the criteria at the end of the seventh semester. The criteria does not include the last semester. Mr. Gallianetti asked if this is hurting the ability of students as far as scholarships and getting into colleges/universities and if this is not occurring then the policy should remain as it is. After further discussion it was determined keep the policy as is.

4. School Presentations – Mr. David Gallianetti/Mr. Mark Holzman

Mr. Gallianetti proposed instead of having the monthly school presentations throughout the year to have the schools spotlight one program that they feel has had a positive impact on the students and the presentation is focused on that one program. Mr. Samet added school issues should be reported to the administrators. Mr. Gallianetti also suggested to no longer have the high school representatives as the spotlight program would allow for more students to talk with the board. Ms. Reinthaler added she would like more interaction from the high school students and Mr. Gallianetti responded that a student advisory board could possibly be developed. There was further discussion and it was determined to implement a school spotlight program, which would be on a similar schedule as the school presentations. Mr. Holzman added that he will communicate with the principals and give the board feedback received.

FYI Items

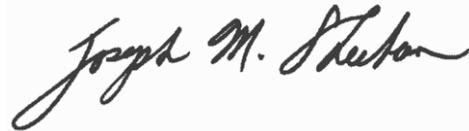
1. Same Sex Marriage Benefits – Dr. Sheehan noted this is on a “stay” and administration will wait until hear court ruling.
2. Grant/Jefferson Elementary School Transportation – Dr. Sheehan noted this is in reference to the students from Washington School that were granted transportation, those students will be receiving transportation only one more year.
3. Wellness Policy/Booster Club Parameters – Dr. Sheehan noted the Board will be receiving further information regarding this issue. The district is following the federal guidelines.

Adjourn

Moved by Ms. Reinthaler, seconded by Dr. Hein to adjourn at 9:25 p.m. to Closed Session Per Wisconsin State Statues Sec. 19.85 (1)(c)(e) – To Consider and Take Possible Action Regarding the Annual Performance Evaluation of the Superintendent in Accordance with Policy 1240; To Consider and Take Possible Action Regarding the Employment Contract of the Superintendent of Schools; 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, Mancl, Pothast, Hein, Tuszynski, Gallianetti, Reinthaler, Hill, Burg)

Moved by Dr. Hein, seconded by Ms. Pothast to reconvene in open session at 10:10 p.m. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Dr. Hein to adjourn at 10:11 p.m. All ayes. Motion carried unanimously.



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

JMS:jrm