

Minutes of the July 20, 2015 Board of Education Meeting

Call to Order – 6:30 p.m. – President Rice – Board Room – 800 Beech Street

Move by J. Johnson / Hollman to adjourn and reconvene in closed session at 6:31 p.m. Pursuant to the Provisions of 19.85(1)(c)(f), 118.22 and 118.125 Wis. Statutes , for the Purposes of: Discussing the Employment Status of Employees Over Which the Board Has Jurisdiction or Exercises Responsibility 1) Partial Layoff of Professional Staff 2) Administrator Compensation for 2015-2016 3) Administrator Evaluation Document and 4) Administrator Benefits. Motion carried by roll call vote.

Move by J. Johnson / R. Johnson to adjourn and reconvene in Open Session – 7:00 p.m.

Pledge of Allegiance

Roll Call – Board members present: Hebert, Hollman, J. Johnson, R. Johnson, Pethke, Pohl, Rice – meeting started at 7:04 pm.

Verified Publication of Meeting by Dr.Oppor.

The Board acknowledged and thanked for Contributions to the District from: A. Sturm & Sons Foundation, Inc. - \$3,000 to Fine Arts Programs, Manawa Booster Club \$5,5843.33 towards Weight Room Equipment Purchase, of which \$1200.00 was from Heather & Troy Weisner, Waupaca County \$300 – for School Community Garden; Target Corporation \$100 to LWHS for PBIS Prizes & Expenses; Lorge Plumbing Inc.\$25 for Rise Together Program; Wis. Farm Bureau Foundation \$100 Building a Greenhouse for Special Needs Students.

Consent agenda passes by General Consent: to approve items in Consent Agenda including: Approve Minutes of June 15, 2015 Board Meeting, Treasurer’s Report/Approve Expenditures & Receipts, Donations including A. Sturm & Sons Foundation, Inc. - \$3,000 to Fine Arts Programs, Manawa Booster Club \$5843.33 towards Weight Room Equipment Purchase, of which \$1200 of that was from Heather & Troy Weisner, Waupaca County – \$300 – for School Community Garden, Target Corporation - \$100 – to LWHS for PBIS Prizes & Expenses, Lorge Plumbing Inc. - \$25 for Rise Together Program, Wis. Farm Bureau Foundation - \$100 – Building a Greenhouse for Special Needs Students; Approval of Professional Staff Contract for District Reading Specialist Position (J Gast), Consider Approval of the Mentor Handbook for 2015-2016.

Public Comments – none

Correspondence: Received a Post Card from FBLA Team in Chicago – Adam Michalowski and Robert Kowalczyk.

Board Recognition – Statement of Support for the Guard and Reserve – Read by President Rice. The plaque will be hung in the military display case at the elementary school.

Presentations from Long Range Planning: Recommendations presented by the Action Team including Academic Excellence by Lori Miller, Leadership by Helene Pohl and Communication by Stephanie Riske. Written recommendations were shared with the Board from the process.

District Administrative Report included: 4K Program – Enrollment 2015-2016- currently only 18 students enrolled in 4K program. Over 40 students were anticipated in spring (2 sections with FT Teacher and FTAide). Will discuss later in agenda and propose a partial layoff of the FT Teacher to PT, keeping the FT aide. Request by Vice President Pohl to find out why families are taking their children elsewhere, their priorities - why they choose another district. Legislative Update covered Youth Options / Course Options; Amish Route Update- increasing their minutes in school – exploring options and anticipate

having a solution next month; Sale of Unneeded Property - three buses in poor condition: #12, 45, 47, discussed using a bus in the mobile home area as a hot spot / not in the budget at this time, but could be used with one of the active busses - needs IT funds for it to happen) New Open Enrollment Alternative Applications (3 out and 1 new into the district), Update on Technology Specialist Position – advertised in addition to WECAN which has garnered several new applications.

School Operations Reports for ES Principal and HS Principal Report: Mr. Wolfgram – satisfying bids, vendors etc on Buildings and Grounds are being received.

Business Related Reports: E-Rate Update. Explained previously submitted claims. Insulation of outdoor fiber link, cleaning of outdoor AP - Skyward received the bid – waiting for final approval of this. This was put together last year / has been approved by USAC. Should hear any day on the Category 2 approval. The District ends up paying 20% and 80% is reimbursed by E-Rate.

Curriculum Report – included in the board packet for: AP U.S. History Test Results and District Summer Sponsored Workshops. Teachers working very hard in these areas this summer. Eight students took AP US History Exam – 4 (50%) passed that exam which is quite high compared to national results.

Board Comments: CESA #6 Delegate Assembly Report by Vice President Pohl: Represented Manawa at the CESA 6 June 16<sup>th</sup> meeting: Determine policies, grant contracts, speaker on Cyber-bullying and how to deal with it. List of services Title I, Title II-A, Safe & Healthy Schools, Grant Writing, Coaching / Training in Autism, Effectiveness Program, CMS 4 Schools, etc.

**Committee Reports included:**

Curriculum Committee (Hebert) K-8 Technology Scope and Sequence – Adoption – Action, Summer Sponsored Workshops – Informational, Curriculum Writing Updates – Informational, CTE (Carl Perkins), Science (WEEB Grant), Social Studies, 2015-16 Math Coaching – Informational, Standards Based Report Cards – Informational.

Buildings & Grounds Committee (Hollman) Energy Efficiency Levy - Surveillance Project Update, Estimates for Buildings & Grounds 2015-16 Projects, approved HS HVAC Maintenance Agreement 2015-16, Custodial Equipment Informational, approve signage in HS parking lot, approve Cad 6 wiring; approve estimates for various projects chosen to complete including asbestos abatement, tile replacement, MES heating valves replacements needed at \$500 each; Advised Art Dept to use \$3000 – to replace the safety glass in the art room area.

Policy & Personnel Committee (Pohl) included Increase & Reorganize SE Administrative Assistant Hours to 28.5 hrs / week, Review Draft of Professional Educator Handbook for 2015-2016, Review Draft of Jr./Sr. HS Student Handbook 2015-2016, Consider Multi-Sport Policy as per the CWC Endorsement with two sport limit, Review Elementary School Student Handbook for 2015-2016, NEOLA Policies 0000-1000.

Finance Committee (J. Johnson) included: M3 – Mary Basel, Insurance Representative – (Answer Questions) – recommend maintaining a health insurance fund of \$250,000; Premium they are offering is comparable price but no guarantee on long term: Draft Salary Advancement Plan for Professional Staff, Policy 830, 830-Exhibit, 830-Rule (1) Guide for Use of School Facilities (Room Rental Fees Updated), Food Service Fund Balance & New Food Service Equipment, Review Draft of Proposed 2015-16 Budget which was receipts and expenditures as still working to finalize monthly statements.

Questions: how does plans compare: deductibles match – but the out of pocket is less and the premium To employees will be less. Premiums on single are half the cost as current with better coverage.

Originally we looked at insurance because it was a “Cadillac” plan the reason we went to the market place

was the price of the insurance, the ACA is rather complicated and state / federal reports to be submitted and must be insurance that is competitive with the benefits received: previously paying much higher premiums.

**Unfinished Business:**

Move by R. Johnson / Hollman to approve Updated Policy 672.1 Bidding Process - Defining "Large" as \$10,000 or More as presented. Motion carried.

Move by Hollman / Pethke to approve Updated Policy 185 Committee Structure as presented. Motion carried.

**New Business:**

1<sup>st</sup> Reading of the Multi-Sport Policy with a 2-Sports Limit as per the CWC Endorsement for possible August board action. Some coaches are concerned / parents could be upset due to the students that have the primary / secondary sports. – Opinion of AD could help with our numbers. I don't think it would cause students to enroll out of the district. What schools are adopting it? Weyauwega did, have not heard if other districts have adopted or not.

Move by J. Johnson / Hebert to Approve the Partial Layoff Notice for Professional Staff to notify the teacher of 4 year-old kindergarten. Motion carried.

Move by Pethke / Pohl to approve of the Professional Educator's Handbook for 2015-2016 as presented. Motion carried.

Move by Pohl / Hebert to approve the Jr./Sr. High School Student Handbook for 2015-2016 as presented. Motion carried.

Move by J. Johnson / R. Johnson to approve the Elementary School Student Handbook for 2015-2016 as presented. Motion carried.

Move by Hebert / J. Johnson to approve the K-8 Technology Scope and Sequence as Presented

Move by R. Johnson / Hollman to approve the Updated District Mission, Vision, Core Values and Guiding Principles Statement for Implementation in the 2015-2016 School Year as presented. Motion carried.

Move by Pohl / Hollman to approve the Increase & Reorganize the Special Education Administrative Assistant Hours to 28.5 per Week for 2015-2016 as presented. Motion carried.

Move by J. Johnson / Hebert to approve the Concept of the Salary Advancement Plan for Professional Staff Referred to as Professional Advancement Compensation Eligibility (PACE). Motion carried.

Move by Hebert to table the Self Funded Employee Insurance Program (no second) - motion failed.

Move by Pohl / Pethke to approve to Move from a Self-Funded Employee Insurance Program to WEA Trust with a High/Low Deductible Option and a 3-Tier Premium Rate as Presented. Motion carried.

Move by J. Johnson / Hollman to Maintain a Health Care Reserve Fund with the dollars remaining after the run-out payments from the current partially self-funded program are complete. Motion carried.

Move by Pohl / J. Johnson to approve the Delta Dental premium rate increase and the changes to long-term disability and life insurance as presented. Motion carried.

Move by J. Johnson / Hebert to approve a 1.62% wage increase for the Curriculum Director for 2015-2016. Motion carried.

Next meeting Dates:

July 22, 2015 – Policy & Personnel Comm. – 5:30 p.m. – NEOLA 2000-3000 Policies

July 29, 2015 - Policy & Personnel Comm. – 5:30 p.m. – NEOLA 4000-5000 Policies

August 5, 2015 - Policy & Personnel Comm. – 5:30 p.m. – NEOLA 6000-7000 Policies

August 10, 2015 – Finance Committee - 4:00 p.m.

August 12, 2015 - Policy & Personnel Comm. – 5:30 p.m. – Catch up & Policies Sent to NEOLA

August 17, 2015 – Reception for Retirees & New Staff @ 5:30 pm & Regular BOE Mtg – 6:30 p.m.

August 18, 2015 – Bldgs & Grounds Comm. – 5:00 p.m.

August 19, 2015 – Policy & Personnel Comm. – 5:30 p.m. – NEOLA 8000-9000 Policies

August 31, 2015 – Curriculum Comm. – 4:15 p.m.

January 19-22, 2016 – WASB State Convention – Milwaukee

Move by Hollman / J. Johnson at 9:05 p.m. to Reconvene in Closed Session Pursuant to the Provisions of Sections 19.85(1) (c), and (f) Wis. Stats., for the Purposes of: Discussing the Employment Status of Employees Over Which the Board Has Jurisdiction or Exercises Responsibility 1) Administrator Compensation for 2015-2016 2) Administrator Evaluation Document and 3) Administrator Benefits. Motion carried by roll call vote.

Move by Hollman / R. Johnson to adjourn and reconvene in open session at 9:34 p.m. Motion carried by roll call vote.

Move by J. Johnson / Pohl to adjourn at 9:35 p.m. Motion carried.

Jeanne Frazier, Recording Secretary