

Minutes of the April 28, 2014 Board of Education Meeting

Meeting was called to Order by President Kreklow at 6:38 p.m. in the MES Board Room.
Present from the Board: Kreklow, Artz, Sturm, Pohl, Hollman and Flynn; Strebe absent.

Clerk Flynn verified proper Publication of Meeting notices.

It was known that Rick Lowney would arrive later, therefore the Official Oath of Office, the Election of Officers, and Committee appointments will be done once Mr. Lowney arrives.

Move by Pohl/Artz to approve Consent to Agenda Items as follows:

- Approval of Minutes of the March 17 and 25, 2014 Board Meetings
- Treasurers Report: Approval of Expenditures of \$560,194.07 and Cash Receipts of \$1,223,099.84
- Acknowledge Donations for Rachel's Challenge from: Manawa Cares, I-IS Student Council, HS Guidance, Manawa FFA, Manawa FFA Alumni, Smith's Manawa Steak House, Alliant Energy, Manawa United Methodist Church Mary Circle

Motion Carried. Strebe Absent.

Public Comments: None

Correspondence: Thank you notice was received from the family of June Keller.

Administrative Reports – ES Principal, Tammy Sjoberg: Principal's Report: A second fire inspection of the school year was conducted on Tuesday, April 14. Many of the issues outlined in the first fire inspection were fixed for the second fire inspection. There is additional work to do this summer such as cleaning storage areas and making sure that all electrical panels, fire alarms, and fire extinguishers have a clear three foot clearance around them. Star Testing and Pals Testing are currently underway. Once all testing has concluded, the data is reviewed and the results will be presented to the Board of Education. Literacy Audit – The final visit for the CESA 6 Literacy Coaches will be May 20th from 8 am – 2 pm. They will be coming in to the classrooms to observe each teacher teaching a literacy lesson. The Literacy Coaches plan on meeting with the teachers after the observation to offer feedback. They also plan on meeting with administration to discuss next steps.

Grant Updates: The School District of Manawa in partnership with the lola-Scandinavia School District has been awarded a grant for \$18,565 for the Teacher Effectiveness Project. The grant will be split evenly between both school districts, and the funds will be used to help pay for teacher professional development. Other grants submitted: the 21" Century Community Learning Center 5-year grant, \$500,000 maximum award, \$250,000 minimum award. Notification is anticipated by the end of June. Read to Lead grant: This grant was submitted with a \$77,000 budget to be used/implemented for the 2014-15 school year. Funds from the grant, should we receive an award, will be used to promote our balanced literacy program. Elementary- Secondary School Counseling grant: \$400,000 maximum award per year that can be extended for up to three years. The award notification occurs by September 30, 2014.

HS Dean of Students, Jim Quinn: Math Audit Report: the audit recommends the Jr /Sr high Math staff collectively review and align all courses with the new Common Core State Standards. Assessments should be aligned to the rigor demanded by the CCSS. This may require more training. New textbooks should be considered.

Students completed the ACT Aspire test. The Wolf Den School store is now open: Marketing students sell various drinks, snacks and school supplies. It is open during RtI and after school. Congratulations to students from LWHS who are the first ever students from the school in Future Business Leaders of America (FBLA) to qualify for the National FBLA competition. The Sports and Entertainment Management team of Camden Moser, Austin Wagner and Alex Kowaleski took 2nd place and the Business Presentation team of Adam Michalowski and Garret Griffin took 3rd place at the state competition held in Appleton April 7-8, 2014. The National FBLA competition will be held in Nashville, Tennessee, this summer. A Calendar of events through the end of the school year was provided to the Board. A thank you correspondence was received from the UW County Extension regarding Super Saturday. The second fire inspection was complete with minor items being addressed. Eleventh grade student, Adam Michalowski, was recently nominated President of Region 3 for Wisconsin Association of School Councils at the State Student Council Convention in Madison. Mrs. Mary Eck, Student Council Advisor, reported the council members competed in five different categories and received the following awards: Scrapbook- silver, Multi-media presentation- silver, Banner- silver, Writing and T-shirt design - gold. Congratulations to all.

District Administrator, Ed Dombrowski: Summer BOE Retreat – date to be determined; LWHS Youth Risk Behavior Survey – Manawa Cares asked to have the survey results so they can develop programs. Mr. Dombrowski checked that it is allowed as long as no names were provided. No objections were mentioned. Summer School Programming has released their summer class offerings and is still registering interested students.

Board Comments: Pohl: Letter to Sen. Luther Olsen - It is her hope that both the Board and the Administrative team engage in a series of letters and regional meetings with local representatives and our Senator. She thanked her constituents who voted for her on April 1st.

Committee Reports:

Policy & Personnel Committee - Long-Range Planning Presentation - Connie Abert, UW-Extension - The UW-Extension office facilitates long-range strategic planning which is a free service. It would consist of approximately 25 people in the community from school administration, school board members, representatives from the city and townships, business owners, community members and people in the faith community.

The committee would strive to meet for about four meetings at 1.5 hours each. The strategic plan would be a living document that would include five and ten years of planning. The Plan will be considered at the May BOE meeting for action.

Staff Morale -John Smith – Spoke on concerns of the community and the district. It was suggested developing a task force to address issues of staff morale.

504 Procedures - Handbook & Policies 342.8 and 342.8 Rule – 1st reading

Exit Interviews – A brief online survey has been drafted for those employees leaving the district who wish to complete an exit survey. Bring to Board in May for action.

Communication Protocol – This protocol was developed to help both staff and the public illustrate the channels that should be taken to improve communication and to bring the

topic of discussion up to the correct individuals to offer means of resolution. Bring to Board in May for action.

Finance Committee- Budget Update 2014-2015 – Coming forth in May.

Finance Project – Currently the Fund Balance has approximately \$2.7M and that will pay for a majority of the Heating and Cooling project at the LWHS. Sturm explained the district moved to partial self funded health insurance system and the budget carefully monitored over the last four years. Three of the four years of self funded insurance, there was a surplus that was put into a capital account. This money was being accumulated because it was known that the HVAC system would need attention. There are aspects for energy efficiency portions of the project, such as the heat recovery system and new energy efficient computers, where a one-year Energy Efficiency Levy will be utilized. In order to qualify for it, a performance contractor must be hired, who will guarantee in writing that the district will achieve these efficiency gains they have documented. If it falls short, they will cut the district a check for the difference. Those two pieces together will pay for the overall upgrade.

Support Staff Wage Model – The Support Staff Wage Model was finalized with support staff in early April with some minor restructuring. Support staff was surveyed and the model is being recommended for board approval.

Teacher Wage Model – The Teacher Wage Model was revised to offer two separate options within the model. The revised model was presented to the teaching staff on April 24. They are hoping to receive some feedback at the May 5 Employee Relation Committee meeting.

District Fees for 2014-2015 – The issue of District Fees was briefly discussed. Standardizing them or possibly eliminate them is being considered. Further research is needed with DPI to check guidelines.

Buildings & Grounds Committee - Update on Heating & Cooling System at LWHS – Discussions regarding HVAC units at LWHS have taken place since 2010 and the committee debated the option of adding air conditioning to the building. The committee unanimously decided air conditioning will support student learning and offer more comfort to the staff and students. In addition, the building has the internal infrastructure in place to proceed with air conditioning. It has been confirmed the current units have served beyond their anticipated life. John Haines from August Winters & Sons presented the details of a HVAC project to the board. It includes: 15 new high efficiency rooftop units, replacing and relocation of copper gas line, 1 new rooftop unit for the office, installation of 4 new exhaust fans, installation of 4 new heat recovery units, cleaning of ducts and ceiling plenum, web based system controls, and adding AC to two 1995 units for a cost of \$999,900.00 which had been reduced through negotiations. This bid does not include electric services. It is the intention to use a local electrical contractor for all the electrical updates that will be needed with this project. It is the recommendation the Board approves the HVAC Project with August Winters & Sons to be completed summer 2014.

Point of Beginning; Regarding the Athletic Field – Representatives from POB and Faulks Bros. came to inspect the athletic field on April 25 due to concerns of settling and look at soil samplings. It was determined that POB will laser the field to identify specific areas that need attention. POB stated they are committed to addressing the concerns. POB will

be used until fall 2014 for a professional maintenance plan for the field while it will be the districts responsibility to mow the field.

Mowing & Snow Removal Equipment – The committee was made aware of one piece of equipment that is used as a snow sweeper/grass cutter that has become very unreliable due to the number of repairs/break downs it encounters. This particular piece of equipment is not able to perform the tasks the district needs. Quotes are being obtained for a new piece of mowing/snow removal machinery.

MES Roof – The MES roof is 18 years old which needs to be considered as a capital project in the near future. Informational.

Negotiations Committee - MEA Negotiations Proposal – The Teacher Wage Model is nearing completion and was presented to the teaching staff on April 24. The committee is scheduling a meeting with the MEA for May 4 or 5 for discussions. The Finance Director is preparing an analysis of the budget for this school year. CWC % Comparison - A comparison of salaries within the CWC will be used to provide staff and administration a look at what other districts are paying. The Wage Model includes a process to allow employees the opportunity to petition for comparable wages.

Mr. Lowney entered the meeting at 7:36 p.m.

Official Oath of Office – Helene Pohl and Rick Lowney were sworn in as newly elected board members for a 3 year term.

Russ Hollman congratulated the new board members, thanked the board and the public, and took at seat in the audience.

Election of Officers

President Kreklow opened nominations for Board President.

Move by Sturm/Lowney to nominate Kurt Kreklow as Board President.

Hearing no other additional nominations, nominations for Board President were closed.

Kurt Kreklow as Board President. Motion carried. Strebe absent.

President Kreklow opened nominations for Vice President.

Move by Sturm/Pohl to nominate Carl Artz as Vice President.

Hearing no other additional nominations, nominations for Vice President were closed.

Carl Artz as Vice President. Motion carried. Strebe absent.

President Kreklow opened nominations for Treasurer.

Move by Lowney/Artz to nominate Paul Sturm for Treasurer.

Hearing no other additional nominations, nominations for Treasurer were closed.

Paul Sturm as Treasurer. Motion carried. Strebe absent.

President Kreklow opened nominations for Clerk.

Move by Lowney/Pohl to nominate Stephanie Flynn as Clerk.

Hearing no other additional nominations, nominations for Clerk were closed.

Stephanie Flynn as Clerk. Motion carried. Strebe absent.

Committees Appointments: Committees – Policy 184: President Kreklow noted the correct policy regarding committee appointments is Policy 185.

Employee Relations – Sturm, Strebe, Artz Negotiations – Sturm, Strebe, Artz

