

**Beaver Dam Unified School District
Board of Education Minutes**

April 18, 2011

The regular meeting of the Beaver Dam Unified School District Board of Education was held on the above date at the Educational Service Center. The meeting was called to order at 6:40 p.m. by President, Bev Beal-Loeck. Board members present were Bev Beal-Loeck, Kim Darst, Dan Feuling, Jean Hill, Marge Jorgensen, Lisa Panzer, Chad Prieve, Gary Spielman, and Joanne Tyjeski. No board members were absent.

President, Ms. Beal-Loeck, led in the Pledge of Allegiance.

Spielman moved, Jorgensen seconded, to approve the minutes from the March 28, 2011 regular meeting as presented.

The motion was adopted by unanimous vote.

Ms. Beal-Loeck welcomed visitors.

During the public comment session, Cheryl Grulke requested the board amend board policy 511 to allow employees to appear before the board if they not happy with the administration's decision and suggested all district employees be trained on the board's harassment and discrimination policies. Mark Kirst said the collective bargaining law might not change and urged the board to negotiate and explore possibilities with the unions. Dan Grulke thanked the board for placing the board policies on the district website. He said the board doesn't need to spend taxpayer money to hire an outside consultant to review the board's policies because that's the board's job. He suggested amending policy 224.1 so all administrators are evaluated twice during their first year and other administrators are evaluated every year; and the board to adopt a new policy to require all full-time staff be evaluated every year. He expressed concern that staff and administrators do not understand the board's policies regarding harassment and discrimination.

Spielman, at the request of the President, announced the board may move into closed session following the regular meeting in accordance with State Statute Section 19.85 (1)(c) to discuss the employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, teacher and support staff bargaining, an open records request, and potential litigation from an employee. The meeting will reconvene into open session for the possible transaction of business and adjournment.

Jorgensen moved, Hill seconded, to adopt the agenda as presented.

The motion was adopted by unanimous vote.

Mr. Ben Jones, Middle School Principal, requested approval for the Cognitively Disabled Severe (CDS) middle school students to take an overnight camping trip to Rio, WI.

Hill moved, Tyjeski seconded, to approve the middle school CDS overnight camping trip.

The motion was adopted by unanimous vote.

Dr. Barb Link, Jefferson Elementary School Principal, and Mr. Jesse Peters, Prairie View Elementary School Principal, provided an overview of the 2011 Summer School program.

Ms. Sandra Garbowicz, Director of Teaching and Learning, presented a brief overview of this year's WKCE assessment data. Information on sub-groups will be available in May.

There was discussion regarding students who exceed the benchmarks, who are beyond proficient and advanced, and the possibility of sub-groups attaining 100% proficient or advanced.

Mr. Bill Greymont, High School Associate Principal-Athletics, along with Dan McDermott, Beaver Dam Conservation Club, presented a proposal for a Beaver Dam High School Trap Shooting Club. The club will be self-funded and sponsored by the Beaver Dam Conservation Club. Approval will be requested at the May regular board meeting.

There was discussion regarding safety, weapons, liability, student participation, transportation, insurance, club sanction, and athletic code applicability.

Mr. Andrew Sarnow, Director of Business Services, requested approval to reduce the fee for driver's education from \$330 to \$275 per student to ease the financial burden for students and increase enrollment. He explained that the cost for the behind the wheel part of the course is \$250 and the classroom part is approximately \$25. He suggested waiving the entire fee for students who qualify for the free or reduced lunch program.

There was discussion regarding the number of accidents, unlicensed drivers, teaching vehicle safety, cost to the district if the fees are waived, Community Fund funding, course length, and the classroom offering.

Spielman moved, Jorgensen seconded, to offer the classroom driver's education for summer school at no cost to the student.

The motion was adopted by the following vote: Ayes – Darst, Feuling, Hill, Jorgensen, Panzer, Prieve, Spielman, Tyjeski, and Beal-Loeck. Nays - None.

Tyjeski moved, Jorgensen seconded, to offer the behind the wheel portion of driver's education at a cost of \$250 per student.

The motion was adopted by the following vote: Ayes – Feuling, Jorgensen, Panzer, Prieve, Tyjeski, and Beal-Loeck. Nays - Hill, Spielman, and Darst.

Mr. Paul Buchholz, Coordinator of Buildings and Grounds, presented information regarding summer facility needs.

There was discussion regarding no middle school projects on the list, the impact of oil prices on the costs, the high school south gym floor repairs, and funding,

Mr. Sarnow presented a contract proposal from Johnson Bus for the 2011-2012 school year. Johnson has agreed to a 0% increase and a consolidation of one route with an estimated savings of \$25,000. This will be brought for approval in May.

There was discussion regarding the variable rates clause and the affect on students by reducing a route.

Ms. Jorgensen, Chairperson of the Beaver Dam Education Association (BDEA) Negotiations Committee, reported that they briefly met and set some ground rules. They are proceeding with talks.

Ms. Panzer, Chairperson of the Beaver Dam Support Staff Association (BDSSA) Negotiations Committee, reported that they had an excellent collaborative meeting and a lot of open dialogue.

Chad Prieve, Chairperson of the Accountability Committee, reported they met and discussed the Mid-Year Goals report and staffing. He presented a recommendation to approve the staffing proposal as presented. The proposal is a key piece to balance the budget for 2011-12 and lays the foundation for 2012-13, moves resources in areas that are needed, and minimizes staff layoffs.

There was discussion regarding reductions in counseling, potential funding for counseling positions, and the number of students affected by an unfilled position.

Dr. Betty Womack, Director of Pupil Services, explained that she analyzed area districts. She found the district's pupil services staffing was high and that a different delivery model would be more appropriate. The roles of some positions will change as the district moves forward with RtI. The ratio of special and regular education students per counselor were reviewed and it is appropriate.

Prieve moved, Jorgensen seconded, to adopt the 2011-12 district staffing proposal as presented to the board of education in March 2011.

The motion was adopted by the following vote: Ayes – Hill, Jorgensen, Panzer, Prieve, Spielman, Tyjeski, Beal-Loeck, and Feuling. Nayes - Darst.

Mr. Prieve shared that the board discussed the mid-year goals report with administrators. He thanked the administrators for participating in the discussion.

Mr. Steve Vessey, Superintendent, shared that administrators also felt it was a great opportunity to work together with board members.

Prieve moved, Jorgenesen seconded, to approve the mid-year goals report as showing adequate progress toward academic rigor and achievement.

The motion was adopted by unanimous vote.

Mr. Dan Feuling, Chairperson of the Planning Committee reported the committee hasn't met since the last meeting. There will be meeting on April 25th with all board members to possibly develop an 18-month plan.

Hill moved, Jorgensen, seconded, to approve the following resignations/retirements: April Hayes–Special Ed. Teacher Assistant–High School (Resignation effective end of the 2010-11 school year); Julie Guenther–Teacher Assistant–Jefferson Elementary School (Resignation effective 2/18/11); Robin Peters–Content Area Literacy Skills (CALs) Teacher–Middle School (Retirement effective end of the 2010-11 school year); Maryellen Lowe Schemel–School Psychologist–Jefferson Elementary School (Retirement effective end of the 2010-11 school year); Kathryn Wickmann–Library Media Specialist–Middle School (Retirement effective end of the 2010-11 school year); and Barbara Vockroth–6th Grade Teacher–Middle School (Retirement effective end of the 2010-11 school year).

The motion was adopted by unanimous vote.

Panzer moved, Tyjeski seconded, to approve the following leave of absence requests: Stephanie Haberkorn–Special Education Teacher–High School (Educational Sabbatical 1/23/12–6/5/12); Todd Butterworth–Math Teacher–High School (Medical Leave 1st term of 2011-12 school year); and Heidi Graff–4th Grade Teacher–Prairie View Elementary School (Medical Leave 8/31/11–11/23/11).

The motion was adopted by unanimous vote.

Tyjeski moved, Jorgensen seconded, to approve the following appointments: Ashley Coons–Teacher Assistant–Prairie View Elementary School (LTE–35 days); Rick Muse–Food Service Director–District; and Crystal Hoffmann–Special Education Teacher–High School (LTE–30 days).

The motion was adopted by the following vote: Ayes – Jorgensen, Panzer, Prieve, Spielman, Tyjeski, Beal-Loeck, Darst, Feuling, and Hill. Nays - None.

Jorgensen moved, Hill seconded, to approve the following final notice of non-renewal–LTE: Crystal Hoffmann–Special Education Teacher–High School (LTE–30 days).

The motion was adopted by unanimous vote.

Tyjeski moved, Hill seconded, to approve the following preliminary notices of layoff: Molly Minter–Health Teacher–High School (100% Layoff); Paul Loebel–Technology Education Teacher– High School (33% Layoff); and Oriel Combs–German Teacher–High School (17% Layoff).

The motion was adopted by majority vote.

Mr. Vessey explained that a comprehensive review of board policies is currently being conducted and all policies will be brought forward at once. The DPI requested the district implement the Title 1 Services policy as soon as possible and current district practices are inline with the new policy.

Jorgensen moved, Hill seconded, to approve the payment of financial claims (Voucher #86, #87, #88, #89, and #90) Net Payroll, Payroll Related Voucher, Payroll Taxes, WI Retirement Administrators, WI Retirement, Trust Advantage, District Insurance, Life Insurance, and WEA

