

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

**August 16, 2010**

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 6:30 p.m. by Vice-President, Lisa Panzer. Board members present were Jean Hill, Marge Jorgensen, Lisa Panzer, Chad Prieve, Gary Spielman, and Joanne Tyjeski. Board members absent were Bev Beal-Loeck, Kim Darst and Dan Feuling.

Vice-President, Ms. Panzer, led in the Pledge of Allegiance.

Jorgensen moved, Tyjeski seconded, to adopt the minutes of the regular meeting on July 19, 2010, and special meetings on July 19, July 26, and August 12, 2010.

The motion was adopted by unanimous vote.

Ms. Panzer welcomed visitors.

There were requests from members of the public to participate in the public comment session. Ms. Panzer explained the time allowances and reviewed the policy for public comment.

Ms. Diane Lutz thanked the board for allowing her to read a prepared written statement. She asked the board to try to retain teachers and accused the district offices of not being effective.

Ms. Panzer interrupted and asked her to refrain from inferring positions or names.

Ms. Lutz continued that ineffective leadership causes staff to feel they are not heard and stated that she and her husband retired early due to an unhealthy emotional environment. She asked the board to bring the High School back to the shining star it once was.

Mr. Patrick Lutz said he was appearing before the board with a heavy heart. He would have preferred to teach longer, but left due to lack of leadership at high school. He felt unwelcome and was treated with disrespect. He met with some school board members before retiring to share his concerns, but his concerns were dismissed by the building administration.

Ms. Rose McDonald asked for resolutions to outstanding complaints and said children are in an environment where they can't learn.

Ms. Panzer asked her not to comment on open litigation.

Mr. Chuck Sena requested a point of order

Ms. McDonald said board refuses to address issues.

Ms. Panzer explained there's a matter of decorum to maintain and that Mr. Grulke currently has litigation against district.

Ms. McDonald asked if the board has Mr. Grulke's six-point plan for administration evaluation.

Ms. Panzer explained the board can not comment on non-agenda items.

Ms. McDonald said didn't know the issue was this great and that employees who harass should be out the door. She said it is unacceptable and too much money is spent on legal fees. This is money that could go to kids. She said the taxpayers are the board and administration's boss and it's unacceptable to think the superintendent is their boss. Kids need to be shown that they can be protected. She will make sure that a referendum never gets passed.

Ms. Fran Puelo said she's saddened to hear the things she's hearing. She spoke about a former employee saying no harassment complaints were filed. She said she has seen them and no one corrected this employee. She doesn't understand this and is looking for answers.

Ms. Heidi Freeby thanked the board for their time. She worked on the last referendum and it was a dismal failure partly because the district could not identify what the money would be used for. The district couldn't communicate that to the public. The district needs to solve issues first if they are thinking of going to referendum. Money needs to be put into programs and not in salaries. She urged the district find places to cut before going to the community.

Mr. Chuck Sena said he had previously asked the board to check into a study on staffing on block schedule. He found information showing that staffing would have to increase for an 8-period day. He said a counselor told him that the error rate on schedules was 70%. There is something wrong with the system. In the matter of trust, he said the board has obligation to community with governing laws of privacy and the public's right to know and he doesn't envy them. They need to work on trust. He encouraged them to look deep within themselves and said there may need to be deep changes in the board. He said they need to look at themselves and see if they should step down. He doesn't doubt their intentions, but he doesn't know if the community is willing to support them anymore.

Ms. Jerri Kimmell said she taught 30 years in district and said she receives comments from many colleagues that she should be glad she's gone. She is saddened that the district hasn't pulled out of the slump they are in and that the board hasn't done anything to change it. She said she's not welcomed by some administrators. She contacted some board members and they said they weren't aware that things had been going on a long time ago. She questioned how much the board is told when people are being harassed and made to feel uncomfortable in their work environment.

Spielman, at the request of the Vice-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; specifically, to consider a resignation agreement from a teacher and to discuss litigation and/or potential litigation threatened by an administrator and an employee and the lawsuit brought forward by a citizen. The meeting will reconvene into open session for the possible transaction of business and adjournment.

Ms. Jorgensen requested to amend the agenda to remove item 11.2 – Leave of Absence since the request was approved at July 19<sup>th</sup> meeting.

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

The motion was adopted by unanimous vote.

Mr. Mark DiStefano, High School Principal, provided an update on High School scheduling. A non-advisory day schedule has been designed and potential skinnies have been infused in the schedule. Listening sessions have been scheduled for students, staff, and parents/community members.

There was discussion regarding counselors working with students affected by skinnies.

Mr. Andrew Sarnow, Director of Business Services, explained that seal coating of the High School parking lot has been deferred to the point where now it needs to be done. It will buy a couple of years before needing resurfacing.

Hill moved, Jorgensen seconded, to accept Beaver Blacktop and Sealing Coating's bid to resurface the high school student parking lot and drive leading to the football field and track at a price of \$11,810.

The motion was adopted by the following vote: *Ayes* – Hill, Jorgensen, Panzer, Prieve, Spielman, and Tyjeski. *Nayes* - None.

Mr. Sarnow explained that the Food Service equipment purchase is for the Middle School, not the High School as originally presented.

Tyjeski moved, Hill seconded, to purchase two combi ovens from Reinhart Foods at a price not to exceed \$22,477.

The motion was adopted by the following vote: *Ayes* – Jorgensen, Panzer, Prieve, Spielman, Tyjeski, and Hill. *Nayes* - None.

Mr. Sarnow presented a recommendation to accept the milk bid from Englehardt Dairy at a savings of approximately \$54K.

Jorgensen moved, Spielman seconded, to grant the 2010-2011 milk bid to Engelhardt Dairy at \$47,372 for the year.

The motion was adopted by the following vote: *Ayes* – Panzer, Prieve, Spielman, Tyjeski, Hill, and Jorgensen. *Nayes* - None.

Ms. Sharon Bliefernicht, Director of Human Resources, provided a staffing update which included the addition of a kindergarten teacher at Jefferson Elementary School, a 33% LTE High School Social Studies teaching position, a 33% LTE High School Academic Support teaching position and increasing the GATE Intervention Specialist position from 50% to 80% and the 30% LTE to 50% LTE.

Ms. Jorgensen, Chairperson of the Beaver Dam Education Association (BDEA) and Beaver Dam Support Staff Association (BDSSA) Negotiations Committees stated that the contracts will be signed soon.

There were no resignations or retirements or leave of absence requests.

Spielman moved, Hill seconded, to approve the following appointments: Janice Uhrich–Special Education Teacher Assistant–Lincoln Elementary School (LTE–93 days); Oriel Combs–German

Teacher–High School (LTE–189 days); Paula Curry–Grade 1 Teacher–Jefferson Elementary School (LTE–59 days); Joshua Kuehnl–High School Special Education Teacher–Don Smith Learning Academy (LTE–189 days); Kristin Sorenson–Alternative/Safe Harbor Special Education Teacher–ESC (LTE–189 days); Natalie Megow–Financial Secretary–ESC; Stefanie Lehmann–Kindergarten Teacher–Washington Elementary School (LTE–189 days); Jordan Rietz –Spanish Teacher–Middle School (LTE–189 days); Jennifer Eisch–Art Teacher–Middle School (LTE–189 days); and Benjamin Hoover–Math Teacher–High School (LTE–189 days).

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

Jorgensen moved, Hill seconded, to approve the payment of financial claims (Voucher #54, #55, and #56 District Insurance, Net Payroll, Payroll Related Voucher, Payroll Taxes, WI Retirement, and WEA Trust Advantage and for a total of \$3,200,470.44 (A listing of these vouchers can be found in the Accounts Payable Check Register.)

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

Spielman moved, Tyjeski seconded, to 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; specifically, to consider a resignation agreement from a teacher and to discuss litigation and/or potential litigation threatened by an administrator and an employee and the lawsuit brought forward by a citizen. The meeting will reconvene into open session for the possible transaction of business and adjournment.

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

A teacher resignation, litigation, and potential litigation were discussed during closed session. No action was taken during closed session.

Spielman moved, Hill seconded, to reconvene into open session.

The motion was adopted by unanimous vote.

Hill moved, Tyjeski seconded, to adjourn the meeting.

The motion was adopted by unanimous vote and the meeting was adjourned at 9:09 p.m.

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/s/  
*Bev Beal-Loeck, President*

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/s/  
*Joanne Tyjeski, Clerk*