

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

August 17, 2009

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 Kim Darst, Nate Dassler, Dan Feuling, Jean Hill, Marge Jorgensen, Lisa Panzer, Gary Spielman, and Joanne Tyjeski. Board members absent were Bev Beal-Loeck.

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

Jorgensen moved, Spielman seconded, to adopt the minutes of the regular meeting on July 20, 2009, and special meetings on August 3, 2009 as presented.

The motion was adopted by unanimous vote.

Ms. Panzer welcomed visitors.

There were no requests from members of the public to participate in the public comment session.

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 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. The meeting will reconvene into open session for the possible transaction of business and adjournment.

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

The motion was adopted by unanimous vote.

Mr. Andrew Sarnow, Director of Business Services, provided an update on the 2009-10 budget. He explained that the audit delayed timely publication of the budget, thereby delaying the annual budget hearing. He provided an overview of the 2009-10 initial budget and the 2008-09 revised, unaudited, and actual budget. He is waiting for information from the State regarding aid numbers, which will impact the mill rate increase.

There was discussion regarding federal stimulus money, Special Education Fund 27, Equipment Fund 10, ARRA, Title, and SAGE funding.

Jorgensen moved, Tyjeski seconded, to reauthorize publication of the proposed 2009-10 budget and schedule the public hearing at 6:00 p.m. Monday, September 21st at the Educational Service Center.

The motion was adopted by unanimous vote.

Ms. Deb Parman, Director of Pupil Services, provided a report on the Safe Schools/Healthy Students Grant, which is a federal grant from the Health and Human Services Department and Educational Department. It provides wrap-around services for students and families, among other services. It was written as a consortium with all the school districts in Dodge County, partnering with Dodge County Health and Human Services, the Dodge County Sheriff's Department, and the Juvenile Justice System.

Discussion focused on the use of staff survey information and the meaning of the survey data percentages.

Ms. Parman provided additional information on staff training and the staff survey data of those trainings. Training was designed around the mental health needs identified in the staff survey. She also shared the number of youth, parent, adult, and family contacts and visits made in conjunction with the services provided through the grant.

There was discussion regarding additional staff training.

Dr. Don Childs, Superintendent, requested approval of the sole milk bid from Morning Glory for the 2009-10 school year.

Tyjeski moved, Hill seconded, to approve the bid of Morning Glory Dairy to provide milk delivery to the schools for 2009-10.

The motion was adopted by the following vote: *Ayes* – Dassler, Feuling, Hill, Jorgensen, Panzer, Spielman, Tyjeksi, and Darst. *Nayes* - None.

Dr. Childs presented a request to renew the contract with ServiceMaster for custodial services at the Educational Service Center and Trenton Elementary School.

Hill moved, Tyjeski seconded, to approve renewal of the ServiceMaster contract for custodial services at Trenton and the ESC.

The motion was adopted by the following vote: *Ayes* – Feuling, Hill, Jorgensen, Panzer, Spielman, Tyjeksi, Darst, and Dassler. *Nayes* - None.

Hill moved, Jorgensen seconded, to approve the following resignations/retirements: Kyle Lickel–English Teacher–High School (Resignation effective 8/7/09); Laurel Lunde–Teacher Assistant–Jefferson Elementary School (Resignation effective 8/17/09); and Jane Molz–Nutrition Services–Jefferson Elementary School (Retirement effective end of 2008-09 school year).

The motion was adopted by unanimous vote.

Spielman moved, Dassler seconded, to approve the following leave of absence requests: Nicole Whitman–4th Grade Teacher–South Beaver Dam Elementary School (Medical Leave 9/1/09–11/30/09); Alicia Sether–Kindergarten Teacher–Jefferson Elementary School (Medical Leave 10/1/09–11/30/09); Nicole Gruenewald–3rd Grade Teacher–South Beaver Dam Elementary School (Medical Leave 10/5/09–12/7/09); Sarah Leisses–1st Grade Teacher–Wilson Elementary School (Medical Leave 9/27/09–12/31/09); and Shanalyn Vertz–1st Grade Teacher–Lincoln Elementary School (Medical Leave 10/16/09–1/24/10).

The motion was adopted by unanimous vote.

Dassler moved, Tyjeski seconded, to approve the following appointments: Jamie Beres–Occupational Therapist–Elementary (MA, Step 1); Eric Schaalma–Technology Education–Middle School (BA, Step 2)(55% FTE); Kay Neuman–PreK Teacher–Prairie View Elementary School (BA, Step 1)(LTE–100 days); Laura Hughes–8th Grade Language Arts Teacher–Middle School (BA, Step 1); Katlyn Feldmann–Sign Interpreter–Prairie View Elementary School; Oriel Boomgarden–German Teacher–High School (BA, Step 1)(LTE–189 days, 83% FTE); Nichole Roedl–Math Support Teacher–South Beaver Dam Elementary School (BA, Step 2); Julie Tavs–PALs Coordinator–District; Shelly Ehlenbeck–1st Grade Teacher–Lincoln Elementary School (BA, Step 2)(LTE–63 days); Jennifer Jonas–Special Education Teacher–Wilson Elementary School (BA, Step 3)(LTE–189 days); Beth Guenther–3rd Grade Teacher–Jefferson Elementary School (BA, Step 2)(LTE–189 days); and Mary Matteson–English Teacher–High School (BA, Step 1)(LTE–189 days).

The motion was adopted by the following vote: *Ayes* – Hill, Jorgensen, Panzer, Spielman, Tyjeksi, Darst, Dassler, and Feuling. *Nayes* - None.

Mr. Steve Vessey, Director of Human Resources, presented a request to authorize a new Inclusion Specialist/Trainer position. The responsibilities of the position include training special and regular education teachers and model differentiation in the classroom. It will also provide direct services to teachers to help them be successful in the classroom. All costs are covered through ARRA funds.

There was discussion regarding grade levels, location of training, and length of funding.

Mr. Vessey explained that the additional kindergarten teacher position they thought would be necessary is no longer needed since class sizes are similar to last year.

Discussion focused on additional enrollments, amount of available room, 4K enrollments allowing better kindergarten enrollment predictions, and staffing of support staff.

Jorgensen moved, Tyjeski seconded, to approve the addition of an inclusion specialist/trainer funded through federal stimulus funds.

The motion was adopted by the following vote: *Ayes* – Jorgensen, Panzer, Spielman, Tyjeksi, Darst, Dassler, Feuling, and Hill. *Nayes* - None.

Ms. Jorgensen, Chairperson of the Beaver Dam Education Association (BDEA) Negotiations Committee, reported the next meeting is September 16th and there is nothing additional to report.

Ms. Jorgensen, Chairperson of the Beaver Dam Support Staff Association (BDSSA) Negotiations Committee, reported they met on August 11th and exchanged some information. No decisions or recommendations have been made. The next meeting is September 24th.

Mr. Dassler, Chairperson of the Administrative Compensation Committee, reported there is nothing to report.

Dassler moved, Jorgensen seconded, to approve the payment of financial claims (Voucher #1, #2, and #3, District Insurance, Net Payroll, Payroll Taxes, Retirement-Admin. Contribution, WI Retirement System, Insurance, District Credit Card, Payroll Related Voucher, and WEA Trust Advantage for a total of \$3,142,137.87 (A listing of these vouchers can be found in the Accounts Payable Check Register.)

The motion was adopted by the following vote: *Ayes* – Panzer, Spielman, Tyjeksi, Darst, Dassler, Feuling, Hill, and Jorgensen. *Nayes* - None.

Spielman moved, Tyjeksi seconded, to move into closed session following the regular meeting in accordance with State Statute 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. The meeting will reconvene into open session for the possible transaction of business and adjournment.

The motion was adopted by the following vote: *Ayes* – Spielman, Tyjeksi, Darst, Dassler, Feuling, Hill, Jorgensen, and Panzer. *Nayes* - None.

During the closed session, updates were provided regarding contract negotiations with the BDEA and BDSSA, and exempt staff compensation was discussed. No action was taken during closed session.

Tyjeksi moved, Jorgensen seconded, to reconvene into open session.

The motion was adopted by unanimous vote.

Dr. Childs presented a recommendation to approve the proposed \$1,000 across-the-board salary increases for exempt staff for 2009-10.

Hill moved, Tyjeksi seconded, to approve the proposed 2009-10 salary increases for exempt staff.

Ms. Jorgensen commented that the salary increases are reasonable and welcome at any other time. She will vote against it based on principle because it is a disservice to constituents to give any salary increases. There should be wage freezes across the board. She encouraged contacting state legislators to do education budget reforming across the board.

There was discussion regarding the expectation from other employment groups for an increase, waiting on increases until state funding is known, being responsible to taxpayers, and tabling the motion.

Dr. Childs said the motion can be tabled. He understands the position in relation to looking for a bargaining strategy. The message sent to those relied upon heavily as to what happens with organized and heavily labored groups. He cautioned against sending a message that the timing of exempt staff compensation has to be tied to labor agreements. It is a tough situation.

Mr. Sarnow shared that the actual percentage increase is approximately a 2% total increase.

Feuling moved, Jorgensen seconded, to table the exempt staff compensation increase.

The motion was adopted by majority vote with Panzer and Dassler opposed.

It was clarified that the board's expectation is to wait with compensation until the budget is settled and mill rate set.

Dr. Childs said it will be presented for approval in October.

Tyjeski moved, Hill seconded, to adjourn the meeting.

The motion was adopted by unanimous vote and the meeting was adjourned at 8:17 p.m.

The goals workshop was reconvened at 8:18 p.m.

A draft of the 2009-10 board goals was reviewed and discussed. The two goal areas are around facilities and programs.

Tyjeski moved, hill seconded, to adopt the 2009-10 board goals as presented.

The motion was adopted by unanimous vote.

Mr. Spielman commended the administration on the new hires for the school year.

Mr. Vessey shared that all teachers were hired before the new teacher orientation.

Spielman moved, Jorgensen seconded, to adjourn the meeting.

The motion was adopted by unanimous vote and the meeting was adjourned at 8:55 p.m.

/s/
Beverly Beal-Loeck, President

/s/
Joanne Tyjeski, Clerk