

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

**April 21, 2008**

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 President Mark Kirst. Board members present were: Bev Beal-Loeck, Kathie Berkvam, Nate Dassler, Jean Hill, Marge Jorgensen, Mark Killingsworth, Mark Kirst, and Laurie Propst. Absent: Dave Uttech.

President Mr. Kirst led in the Pledge of Allegiance.

Jorgensen moved, Dassler seconded, to adopt the minutes of the regular meeting on March 17, 2008, and the minutes of the special meetings on April 9 and April 15, 2008 as presented.

The motion was adopted by unanimous vote.

Mr. Kirst welcomed visitors.

During the public comment session, Todd McCarthy, Gary Broome, Peggy Broome, Craig Panich, Mark Linde, Jeff Zuhlke, Allyson Wilke, and Erin Broome signed up to comment on athletics.

Mr. Kirst reviewed the rules prohibiting any public comment regarding individual employees or constituents of the district and on matters in which an employee or constituent may be identified or inferred from the comments. He said there is a 10 minute limit for public comment, unless waived by the board.

Ms. Propst said that if citizens have something to share with the board, 10 minutes is too restrictive for 9 people to speak.

Propst moved, Dassler seconded, to extend the time limitation for the public comment session for this meeting. Each member of the public who has signed up to speak will be allowed 5 minutes each.

Mr. Kirst requested that the citizens who will be speaking to not repeat what was already said and to speak as quickly as possible.

Ms. Propst said the intent for public comment was to open meetings for public input. If people wish to address the board then, based on board policy, the board has an obligation to listen.

Mr. Kirst agreed and said whether or not comments are repeated, he stands corrected.

The motion was adopted by unanimous vote.

Todd McCarthy commented that the staff has worked hard. The district needs to look at the feeder systems and the amount of athleticism students have had coming into the program. People should realize that not everything is about winning.

Gary Broome said he has seen a down turn in athletics in the past couple years; not just coaches, but also in the coaching hiring practices. There are too many non-resident staff who are not involved in the community. Beaver Dam is almost the only Division 1 school in the state without an Athletic Director.

Peggy Broome expressed support for coaches in the community. It sends a bad message to the community if parents influence coaching decisions. Need to open up and talk personally to everyone involved in the programs. Need to show loyalty and unity.

Craig Panich expressed support for the basketball program. Many coaches feel the same way and have the same passion. There have been many steps in the right direction and people are working to make things better.

Mark Linde said that athletes can't be blamed. The policy used to evaluate coaches needs to be reviewed. Kids need to be taught fundamentals and they need to have fun. If those things aren't happening, the coaching needs to be evaluated.

Jeff Zuhlke said that the high school basketball coaching staff has always supported the Positively Hoops Program. The high school basketball coaches know what it takes. There is success out there for the future.

Allyson Wilke said that coaches stick together through tough and good times and love what they do. The youth programs are created to foster interest in sports and teach fundamentals. The community needs to know they are working hard.

Erin Broome thanked board for letting everyone speak. She said it's very upsetting to see how people are behaving. The perceived power is put in the hands of a few community individuals. It's embarrassing how the kids are getting lost in all of this. The district needs to take the power back and do something to help kids, help them to graduate, and move on with their lives.

Mark Kirst thanked everyone for expressing their views and said they'd be taken into consideration.

Propst, at the request of the 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.

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

The motion was adopted by unanimous vote.

Dr. Don Childs, District Superintendent, presented a request for the Middle School Severely Cognitively Disabled students to participate in an overnight camping trip to Willow Mills

Campground in Rio, WI, from June 2 through June 3, 2008. There will be no cost to the district, beyond fuel for the district vehicle.

Propst moved, Beal-Loeck seconded, to approve the proposed overnight camping trip as presented.

The motion was adopted by unanimous vote.

Mr. Killingsworth requested the class present a report to the board about their trip.

Dr. Childs introduced Mr. Jeff Rehberg, Prairie View Elementary Principal, and Dr. Barbara Link, Jefferson Elementary Principal, to answer questions regarding the 4 year old Kindergarten Program proposal.

Questions and discussion focused on student enrollment, student placement determination, and registration.

Propst moved, Killingsworth seconded, to approve a 4 year old Kindergarten Program using an offsite model through partnership agreements with identified area child-care providers beginning with the start of the 2008-09 school year.

There was additional discussion regarding bussing, transportation costs, background checks, religious artifacts, and the final agreements.

A request was made to have an update on the progress of the program prior to September.

Dr. Link said that they will have Dr. Childs provide updates through the board's weekly memo. She also shared that, based on approval from all participants, May 12<sup>th</sup> will be a community signing night when the agencies will sign the partnership agreements.

Dr. Childs suggested providing an update at the August regular board meeting.

A question was asked as to when parents will receive information.

Mr. Rehberg explained that registration will be at the end of May and they are targeting mid-June to notify parents of their options.

The motion was clarified that it is following guidelines of legal counsel regarding religious artifacts. The items would not have to be removed and they are not teaching religious classes.

There was discussion concerning Occupational and Physical Therapists, budgeted costs, caseloads, and drive time.

It was confirmed that the age requirements are similar to those for kindergarten in that they have to be 4 years old by September 1<sup>st</sup>.

The motion was approved by the following vote: *Ayes* – Beal-Loeck, Berkvam, Dassler, Hill, Jorgensen, Killingsworth, Kirst, and Propst. *Nays* – None. *Absent* – Uttech.

Dr. Link thanked the board on behalf of all of the children in the district. She also thanked all the members of the committee.

Mr. Kirst thanked the committee for all of their good work.

Dr. Childs said that options to increase foreign language instruction at the Middle School have been discussed with Middle School Foreign Language Teachers. It is still in the discussion phase and a final decision has not been made. A recommendation will be presented to the board when it is ready.

Questions and discussion focused on which school year the changes will be effective and how the courses will be scheduled.

The comment was made that intent of the original motion was to increase foreign language from what is currently offered. Some options do not increase it, which does not meet the intent of the original motion.

Mr. Brouillard said that the motion was to increase foreign language instruction and report on the possible fiscal impact. The option that foreign language teachers suggested is to decrease the length of foreign language courses from 10 to 9 weeks.

Dr. Childs explained that they are exploring a variety of other options and are providing a broad range of considerations at this point. He offered to withdraw the six-week option, at the direction of the board, but said it will further constrain the range of available options and increase the time frame in which it becomes realistic to implement anything.

The time frame was asked about and if more information would be available for the May board meeting.

Mr. Brouillard explained that the time frame is to continue discussions to determine which option is the best. The original motion placed a fiscal constraint and 6 of 7 options have a fiscal impact.

Dr. Childs explained that more information will be shared as it becomes available and said it is difficult to say if anything additional would be available in May.

Courses offered as “skinnies” at the High School were discussed along with the scheduling timeline.

There was discussion regarding High School senior release privileges, how it is monitored, and the requirements for senior release.

Dr. Childs provided the third quarter work order report, prepared by Paul Buchholz, Coordinator of Buildings and Grounds. He asked if board members are finding the information useful.

Board members said the information is useful and they find it beneficial. They requested to continue with the quarterly reports.

Dr. Childs shared a list of proposed capital projects recommended for completion during the summer. The items were originally included on the comprehensive list of capital projects previously presented to the board. The critical items are listed in a ‘must’ column and other items are listed in a ‘should’ or ‘want’ column.

Jorgensen moved, Berkvam seconded, to review the report line by line.

Clarification was asked that the request is to actually review the entire list line by line.

Ms. Berkvam stated that she and Ms. Jorgensen reviewed the items and visited specific sites. Some of the ‘must’ items aren’t ‘must’ items. The total amount for the ‘must’ items is \$575,900, which is a lot of money. To be fiscally responsible, the items need to be reviewed individually.

Dr. Childs suggested reviewing the updated summative capital project list provided at the table.

Mr. Kirst said there is a motion on the table to review the items line by line.

Ms. Berkvam said only the items that they looked at and have questions on could be reviewed.

Questions were asked as to why the totals changed from the original report and where the money will come from.

Mr. Andrew Sarnow, Director of Business Services, said there was an addition error and the new reports at the table are correct. He provided a funding report and reviewed the funding options. Projects will be put out to bid and purchasing procedures will be followed as required. The board will be informed as to what is happening.

Mr. Kirst explained that the motion is to review the list line by line.

Ms. Propst requested a roll call vote.

Mr. Kirst explained that a “yes” vote is to review the list line by line.

The motion failed by the following vote: *Ayes* – Berkvam, Dassler, Hill, and Jorgensen. *Nays* – Killingsworth, Kirst, Propst, and Beal-Loeck. *Absent* – Uttech.

Mr. Kirst said that the vote is a tie and, therefore, it fails.

Questions and discussion focused on funding, estimates, the importance of some ‘must’ items, and safety concerns.

Dr. Childs explained that the district, in replacement costs, has in excess of \$150 million of taxpayer money invested in the facilities and grounds and that board members, individually and collectively, have a fiduciary obligation to the community to protect that investment. If the district operates on a philosophy of not doing anything until items are so badly damaged that the district has to do something, it will cost taxpayers more money. The goal with the facilities is to try to be strategic and preventative in nature and several million dollars of work has been deferred over enough time that items have become critical. The district isn’t doing things on a preventative basis, but operates in crisis management. The district can continue to operate in

crises mode if the board prefers it because they view it as less costly. It will be a great deal more costly to continue operating that way than it will be to expend the money. The \$575,900 cost for the projects is a lot of money, but it is less than 1.4% of the \$41 million per year annual operation, to protect the investment of the community and the facilities. Everything on the list will need to be done eventually. Some of the items are more preventive and not safety hazards yet, but they will become soon enough and, at that time, will cost considerably more to repair.

The comment was made that some things don't need to be replaced because they are not a safety issue and that many items on the list appear wasteful.

The status of the USTA Grant for the tennis court funding was asked about.

Dr. Childs explained that the district reapplied for the grant and did not receive it.

Killingsworth moved, Propst seconded, to accept the summer 2008 proposed capital projects as presented in the 'must' column not to exceed \$575,900.

There was discussion regarding remodeling at Charter School, structural issues, and the possibility of further structural damage.

Mr. Kirst reviewed the motion is to accept the recommendation of the items in the 'must' column as presented.

The motion was approved by the following vote: *Ayes* – Dassler, Killingsworth, Kirst, Propst, and Beal-Loeck. *Nayes* – Hill, Jorgensen, Berkvam. *Absent* – Uttech.

Mr. Sarnow, presented a request to increase lunch fees due to the dramatically-rising cost of food and the statutory requirement of the food service program's goal to be self-supporting. The increase will bring the lunch fees closer to the average across the state and will increase revenue.

Questions were asked if the food service budget usually operates at an excess, if it is the account being used for the capital improvements, and how can money be taken from the account to pay for a ceiling.

Mr. Sarnow explained this is the account that was going to be used for the improvements. He received the food service information after the capital projects list was completed. The food service has a healthy fund balance that can be used for certain food service items and some of the funds can be expended for the improvements to the High School cafeteria.

Berkvam moved, Jorgensen seconded, to approve the recommended breakfast and lunch price increases, with prices ranging from \$1.50 for elementary breakfast to \$2.75 for adult lunch.

The motion was approved by the following vote: *Ayes* – Hill, Jorgensen, Killingsworth, Kirst, Propst, Beal-Loeck, Berkvam, and Dassler. *Nayes* – None. *Absent* – Uttech.

Mr. Sarnow presented an update on the 2008-09 budget. There will be more information to present at the May board meeting. He is receiving preliminary information on allocations and can begin to calculate items. Nothing changed in projections from the past few months.

Mr. Steve Vessey, Director of Human Resources, presented the 2008-09 district staffing proposal. He reviewed the staffing needs at each level and requested authorization to add 9.14 full time equivalent (FTE) positions for the 2008-09 school year.

Questions and discussion focused on positions at the Middle School in relation to the core subjects and enrollment, class size reduction, the Students Achievement Guarantee in Education (SAGE) budget, funding for additional staff, elementary school positions, and classroom space.

Hill moved, Dassler seconded, to authorize the 2008-09 staffing plan as presented.

Ms. Jorgensen qualified that board is directing administration to fill on an as needed basis.

Mr. Vessey said if staffing and funds are allocated and not needed, they will not be used.

The motion was approved by the following vote: *Ayes* – Jorgensen, Killingsworth, Kirst, Propst, Beal-Loeck, Berkvam, Dassler, and Hill. *Nayes* – None. *Absent* – Uttech.

Dr. Childs provided information on Apex, an on-line course and training service, which provides opportunities for academically-gifted students, credit deficient students, and also offers options to resolve scheduling conflicts. This service is not intended to replace any current courses. He recommended acquiring the Apex courseware and training at a total cost of \$43,520.80, of which \$10,000 will be paid out of this year's budget. Funding resources are available through the Common School Fund.

Questions and discussion focused on costs, availability and location of courses, and course offerings.

The comment was made that this system was demonstrated at the State School Board Convention and it was very easy to use. It is a good tool for gifted and talented students and is money well spent.

Berkvam moved, Jorgensen seconded, to approve the on-line course proposal as presented.

The motion was approved by the following vote: *Ayes* – Killingsworth, Kirst, Propst, Beal-Loeck, Berkvam, Dassler, Hill, and Jorgensen. *Nayes* – None. *Absent* – Uttech.

Dr. Childs shared that the district received \$340 in donations for the Wall of Fame from Clete and Betty Willihnganz, Mark and Angie Kirst, Steve and Bev Beal-Loeck, Andy and Debbie Bissonette, and John and Joyce Rabata. He thanked them for their consideration and generosity.

Ms. Jorgensen, Chairperson of the Beaver Dam Education Association (BDEA) Negotiations Committee, stated they met with BDEA representatives to address some outstanding issues. Health insurance rates came in substantially lower and the savings will be distributed on the salary schedule. Separate committees will study 403b's and 4K workload and transportation.

Ms. Berkvam, Chairperson of the Beaver Dam Support Staff Association (BDSSA) Negotiations Committee, stated there is nothing to report.

Mr. Killingsworth, Chairperson of the Administrative Compensation Committee, stated they met and will discuss items in closed session.

Propst moved, Hill seconded, to approve the following resignations/retirements: Sharon Titus – Second Grade Teacher–Prairie View Elementary School (retirement effective end of 2007-08 school year); Carolyn Stelzer–Spanish Teacher–High School (resignation effective end of 2008-09 school year)

The motion was adopted by unanimous vote.

Hill moved, Beal-Loeck seconded, to approve the following leave of absence requests: Kelly Kuenzi–Kindergarten Teacher–Lincoln Elementary School (Maternity Leave 5/12/08-10/24/08); Jodi Franke–Math Teacher–High School (Maternity Leave 8/27/08-10/29/08); Natalie Syty–Psychologist-District (Educational Sabbatical for 2008-09 school year)

The motion was adopted by unanimous vote.

Berkvam moved, Hill seconded, to approve the following appointments: Amy Bradley-Schultz–Special Education Teacher Assistant-Lincoln Elementary School; Karolina Sallman–Special Education Teacher Assistant–Charter School (LTE); Tammy Grady–Special Education Teacher Assistant-Middle School (LTE); Carol Firari–Special Education Teacher Assistant–High School.

The motion was approved by the following vote: *Ayes* – Kirst, Propst, Beal-Loeck, Berkvam, Dassler, Hill, Jorgensen, and Killingsworth. *Nayes* – None. *Absent* – Uttech.

There were no final notices of non-renewal.

Propst moved, Dassler seconded, to issue preliminary notices of layoff to the following employee: Jennifer Tunks–Foreign Language-German–High School (Partial Layoff).

It was asked if the layoff was a result of the reduction at the Middle School and if the position will now be part-time.

Mr. Vessey said it did indirectly lead to it, but there were staffing fluctuations across that area. He also said that the position will now be 70% FTE.

The motion was adopted by unanimous vote.

The following new executive limitation policies were presented for adoption: EL #1: Global Constraint, EL #2: Contingent Authority, EL #3: Treatment of People, EL #4: Finance, EL #5: Budget, EL #6: Instructional Program, EL #7: Facilities, EL #8: Communication and Counsel to the Board, and EL #9: Planning and Goal-Setting.

Hill moved, Killingsworth seconded, to adopt the executive limitations as presented.

Ms. Propst requested a roll call vote.

The motion was approved by the following vote: *Ayes* – Propst, Beal-Loeck, Berkvam, Dassler, Hill, Jorgensen, Killingsworth, and Kirst. *Nayes* – None. *Absent* – Uttech.

Killingsworth moved, Dassler seconded, to approve the payment of financial claims (Voucher #25, #26, #27, #28 and #29 Net Payroll, Payroll Related Voucher, Payroll Taxes, Insurance, Credit Card, WEA Advantage, WI Retirement System, and WI Retirement System (Admin) & (Adj.)) for a total of \$2,949,180.91 (A listing of these vouchers can be found in the Accounts Payable Check Register.)

The motion was approved by the following vote: *Ayes* – Beal-Loeck, Berkvam, Dassler, Hill, Jorgensen, Killingsworth, Kirst, and Propst. *Nayes* – None. Absent –Uttech.

Propst moved, Jorgensen seconded, to move into closed session.

The motion was approved by the following vote: *Ayes* – Berkvam, Dassler, Hill, Jorgensen, Killingsworth, Kirst, Propst, and Beal-Loeck. *Nayes* – None. Absent – Uttech.

During the closed session, discussion was held regarding personnel issues and administrative compensation. No action was taken during closed session.

Berkvam moved, Jorgensen seconded, to reconvene into open session for transaction of business and adjournment.

The motion was adopted by unanimous vote.

It was asked at what point the incoming board members can be informed of closed session discussions.

Mr. Kirst said not until they are officially seated.

Berkvam moved, Propst seconded, to adopt changes to the Administrative Compensation Plan to include changes to Appendix A-Fringe Benefits, 9, adding 9A; 12-Vacation Time; Appendix B Conversion of Unused Sick Leave as indicated.

The motion was amended to include language in Appendix A, 12-Vacation Time, Item 6 to read “with board approval”.

Propst withdrew her second of original motion.

Mr. Killingsworth said he prefers to have Item 6 read “with superintendent approval with prior board notice”.

Ms. Hill said that was her understanding of the conversation.

Ms. Berkvam amended the motion to revise Item 6 to read “approval by superintendent with prior notice to the board.”

Jorgensen seconded the amended motion.

The motion was approved by the following vote: *Ayes* – Dassler, Hill, Jorgensen, Killingsworth, Kirst, Propst, Beal-Loeck, and Berkvam. *Nayes* – None. Absent –Uttech.

Killingsworth moved, Propst seconded, to adjourn the meeting *sine die*.

The motion was adopted by unanimous vote and the meeting was adjourned at 9:57 p.m.

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/s/  
*Beverly Beal-Loeck, President*

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/s/  
*Katherine Berkvam, Clerk*