



Knowing, valuing, and appreciating the uniqueness of every child

Call to Order: 6:33 p.m. by Connie Conine, Board President.

Members Present: Connie Conine, President; Paul Krause, Vice President; Tom Hoffmann, Clerk; Francis Kleckner, Treasurer; Stacie Stark; Paul Moore; Kendall Thistle, Rick Hamm

Absent: Gerry Orten, Jr.; Pam Warner; Cindy Dallman; Roger Sinnen

Others Present: William Harbron, Superintendent; Walter Clarke; Kevin Parker; Kurt Bergland; Barb Peterka; Sean Preisler, OHS student rep; Sandra Henke; Kathy Hennings; Verna Franzkowiak; Janel Mielke; Paul Van Natta; Liz Wedereit; Nici Tomkiewicz; Jennifer Trattner; Mark Jaeger, *Ozaukee Press*; Vicki Depies

Adopt Agenda: Motion to adopt agenda in print made by S. Stark; seconded by F. Kleckner. *Motion carried unanimously.*

**Adjourn Regular
Session/Convene
Closed Session:**

Motion to adjourn Regular Session and convene Closed Session made by F. Kleckner, seconded by S. Stark. Roll call vote: R. Hamm, yes; K. Thistle, yes; T. Hoffmann, yes; C. Conine, yes; P. Krause, yes; F. Kleckner, yes; P. Moore, yes; S. Stark, yes. *Motion carried unanimously.* Closed Session convened at 6:35 p.m.

**Adjourn Closed
Session/Reconvene
Open Session:**

Motion to adjourn Closed Session and reconvene Open Session made by F. Kleckner; seconded by R. Hamm. Roll call vote: R. Hamm, yes; K. Thistle, yes; T. Hoffmann, yes; C. Conine, yes; P. Krause, yes; F. Kleckner, yes; P. Moore, yes; S. Stark, yes. *Motion carried unanimously.* Open Session reconvened at 8:10 p.m.

Public Forum: Verna Franzkowiak addressed the Board concerning the proposed Video Media Use in the Schools policy and its similarity to approval of books being read by the students. Some books at OMS contain mild profanity. The district should be cautious; parents should be proactive. The Policy Committee will check to see whether the district has a policy concerning selection and approval of books and, if so, amend the policy to include parent permission for a student to read a particular book or be given an alternate.

**Celebrations and
Announcements:**

Kevin Parker recognized the OHS Student Council for raising over \$1200 for the Leukemia & Lymphoma Society and organizing a Christmas gift collection. School Spirit Week celebrated accomplishments of sports and clubs during first trimester. Chris Raisbeck and Jim Salamone were congratulated for the choir's and band's outstanding concerts and participation in local parades. Lee LeMahieu was congratulated for his 400th win as basketball coach. Kevin expressed appreciation to Andy Gremminger, Luke Mattias, and the National Honor Society students for their coordination of the annual Salvation Army Christmas toy distribution. Deanna Nelson, the yearbook staff, and 10th grade class officers were congratulated for their successful Kids2Kids toy drive. Shaundra Shamir, Brittany Schueller, Nicole Erdmann, Tyler Meeuwsen, and Andrea Kosloski were recognized for their participation in an online course entitled, "Introduction to Health Care and Health Behavior," being offered through Lakeshore Technical College.

Bill Harbron congratulated Terry Hendrikse for receiving national teacher certification. This is very difficult to achieve and he should be highly applauded. C. Conine requested that Terry be given a plaque in honor of this significant accomplishment. Mike Skurek was recognized for his work to research virtual school curriculum providers, along with Kurt Bergland and Walter Clarke, to pull the information together. Bill thanked Roger Sinnen and his maintenance teams for their excellent job to prepare the district for holiday concerts. Bill thanked the employees who donated over \$1600 to the United Way campaign. He applauded the efforts of all involved with food and toy drives this month. This speaks very highly of the culture at NOSD. Bill recognized Pat Robinson, R.N., district nurse, for organizing the employee wellness program called the "Turkey Trot." Some employees lost weight through the walking and exercise program. Pat is part-time and does an outstanding job looking out for our students and employees. C. Conine thanked Roger Sinnen and the principals for handling the lockdown situation so well last week. P. Krause congratulated staff members, administration, students, and parents for having a hand in the progress we've made as shown in the 2006-07 School Performance Report. Although release of the report is always delayed, he was pleased that it shows an upward trend in the district.

Consent Agenda:

- Motion to approve Part I–Business of the Consent Agenda made by P. Krause, seconded by F. Kleckner. **Motion carried unanimously.**
- Motion to approve Part II–Student & Personnel Recommendations made by F. Kleckner, seconded by T. Hoffmann. The annual salary for the new virtual school secretary will be \$33,776 versus \$55,203, as she declined benefits. She will be a full-time, 12-month employee. Since she would start in January, her six-month salary will be \$16,883. K. Thistle questioned her placement on the salary schedule. B. Harbron replied that she is highly qualified and has 20 years’ experience. K. Thistle questioned timeliness of the early graduation requests; we have a request deadline and it is not being followed. The requests were submitted on time, but the students were asked to correct their letters, resulting in delayed presentation to the Board. **Motion carried with two opposed.**
- Motion to state on record that Governance Policies were reviewed as listed on Consent Agenda Part III–Board Governance Policy made by P. Krause, seconded by S. Stark. The Board should approve creation of a new position before the posting/interview process is begun. The exception would be for special education paraprofessionals, in which case, new positions are IEP-driven. The Policy Committee will clarify this in reference to Governance Policy EL-5, Employee Compensation. **Motion carried unanimously.**

Discussion Item:

W. Clarke distributed a report detailing summer 2008 maintenance expenditures for project #201, which came in under budget. K. Thistle again questioned the statement in the Board Financial Control Structure pertaining to five percent budget deviation. If the Board adopts a balanced budget, an explanation should be given at the end of the year if the budget exceeds the amount. He feels five percent is a big number. By this time, we are halfway through the budget; we should know if it will go over. K. Thistle feels it should be zero percent. Governance Policy EL-8, Financial Administration was referred to the Policy Committee for review.

Action Items:**Second reading of policies**

- Video Media Use in the Schools

At the November Board meeting, the Board approved the policy with one wording change. The Policy Committee subsequently met, asked for teacher input, and the policy is now presented with further revisions. The revisions were driven by the teachers who have a mix of juniors and seniors or juniors and sophomores in their classes, and felt the policy was too restrictive (English and Social Studies). P. Moore feels this is a reactionary policy and is unnecessary. Video media should not be used in classrooms as “filler;” if so, we should be having performance conversations. Course syllabi should list videos which are planned to be shown during the course of the school year. When the Policy Committee makes further revisions after first reading, policies should subsequently be returned to the Board as another first reading. Motion made to return policy to the Policy Committee made by R. Hamm, seconded by C. Conine. The Board recommends changing back to grades 11-12 on page 2 of the policy under the “R” rating section and to strengthen language to indicate that video use of potentially objectionable material is strongly discouraged. It was suggested that Internet videos, such as U-tube, also be included. **Motion carried with one opposed.** The Policy Committee will not meet again until January; the policy will be brought to the Board in February for first reading. Administration is to monitor video media use in the interim.

- GP-5 Board Officers

Motion to approve made by P. Krause, seconded by T. Hoffmann. **Motion carried with one opposed.**

- GP-6 Board Committee Assignments

Motion to approve made by P. Krause, seconded by T. Hoffmann. **Motion carried with one opposed.**

- GP-7 Agenda Planning

Motion to approve made by R. Hamm, seconded by T. Hoffmann. **Motion carried unanimously.**

First reading of policy

- Pre-Employment Drug Testing

Policy was developed to align with practices of private corporations. Second sentence of fifth paragraph is duplicated in section V.A. Policy was returned to the Policy Committee to eliminate duplications and to discuss whether a failed drug test eliminates a candidate for one year or permanently. This policy should be revised and adopted prior to the next wave of new hires. Discussion should also include post-employment testing if a special ed van driver is involved in an accident or if there is suspicion of employee drug use.

Restructuring of the virtual schools

1. Motion to approve restructuring of virtual schools as one elementary and one secondary made by P. Moore, seconded by S. Stark. Approval will allow us to go forward with negotiations in as clean a fashion as possible, and secondary school will be able to address higher-achieving students, as well as those who are struggling. **Motion carried with one opposed.**

2. Motion to grant permission for administration to negotiate a service agreement for appropriate curriculum for the virtual schools made by R. Hamm, seconded by C. Conine. Roll call vote: R. Hamm, yes; K. Thistle, no; T. Hoffmann, yes; P. Krause, yes; F. Kleckner, yes; P. Moore, yes; S. Stark, yes; C. Conine, yes. **Motion carried with one opposed.**

3. Motion to approve marketing proposal with Stone Hedge Graphics, Inc., at a cost not to exceed \$140,000 made by P. Moore, seconded by F. Kleckner. Current estimate is \$108,000-\$111,000. Funds will come from short-term working capital from Fund 10; would be applied to next year's budget. Roll call vote: R. Hamm, yes; K. Thistle, no; T. Hoffmann, yes; P. Krause, yes; F. Kleckner, yes; P. Moore, yes; S. Stark, no; C. Conine, yes. **Motion carried with two opposed.**

Resolution to adopt a 403(b) plan document

Motion to adopt a 403(b) plan document (as presented in Board packet) made by P. Krause, seconded by C. Conine. **Motion carried unanimously.**

Monthly Reports:

- No report from OHS student rep, Sean Preisler. C. Conine asked whether School Spirit Week was successful. Sean replied it wasn't as successful as homecoming week activities.
- Policy Committee: Next meeting will be held in January.
- Negotiations: Next meeting will be held in January. Contract revisions were redlined and the group held a very civil discussion.

- Finance/Buildings & Grounds: Met last Wednesday to discuss last year's budget; i.e., what went right, what went wrong. Scheduled next meeting for Tuesday, December 23, at 7 p.m.
- Student Learning & Achievement: Discussed high school social studies curriculum guidelines and materials.
- The January Board Workshop will focus on the superintendent's evaluation process and open discussion among members.
- Dean Brookins was asked to demonstrate the new type of student locker Roger Sinnen is considering to be placed in OMS and OHS (300 each school) at an approximate cost of \$80,000.
- K. Thistle questioned why he wasn't included in the meeting concerning the water issue. The meeting was scheduled with Village officials and the developer to gather information concerning district insurance liability. The group was not considered to be a Board subcommittee since only one Board member attended; therefore, a meeting notice was not posted. A meeting notice for the January 14 meeting will be posted.

Next Agenda:

January Board meeting agenda will include items listed on Attachment J.

Next Meeting:

Monday, January 12, 2009; 7 p.m., OMS/OHS Library.

Adjournment:

Motion to adjourn made by F. Kleckner, seconded by R. Hamm. **Motion carried unanimously.** Meeting adjourned at 10:48 p.m.

Respectfully submitted,

/s/

Thomas A. Hoffmann
Board Clerk

/s/

Connie Conine,
Board President

TAH:vld