

REGULAR BOARD of EDUCATION MEETING
June 9, 2008 · 7 p.m.
OMS/OHS Library

MINUTES

- Call to Order:** 7 p.m. by Connie Conine, President. Pledge of Allegiance was followed by reading of the district's Vision statement. Roll call taken; quorum established.
- Members Present:** Connie Conine, Tom Hoffmann, Francis Kleckner, Rick Hamm, Stacie Stark, Gerry Orten, Paul Moore, Kendall Thistle, Paul Krause (arriving later)
- Others Present:** William Harbron, Superintendent; Walter Clarke; Rose Fernandez, President, Wis. Coalition of Virtual School Families; Carrie Strassburg; Randy Vogt; Monica Vogt; Kevin Parker; Pam Warner; Cindy Dallman; Barb Peterka; Roger Sinnen; Mark Jaeger (*Ozaukee Press*)
- Agenda:** Motion to adopt the agenda in print, including amended Consent Agenda, made by F. Kleckner, seconded by S. Stark. *Motion carried unanimously.*
- Public Forum:** No items submitted.
- Consent Agenda:** Amended Consent Agenda reflecting changes to Part II, Personnel Recommendations, was distributed to Board members.
- Motion to approve all items on **Consent Agenda Part I** made by K. Thistle, seconded by F. Kleckner. *Motion carried unanimously.*
- Board members were given several minutes to review amended Consent Agenda Part II and accompanying documents. Lengthy discussion followed. The costing for 2008-09 in the Business Department will be higher due to requested salary for proposed new hire, Jason Becker. This is because he is paid considerably higher. With a 4 percent increase, Carrie's salary for next year would have been approximately \$37,000. K. Thistle asked whether the proposed new hire reflects an 8 percent salary increase for that position. W. Clarke stated we're talking apples to oranges; it reflects a different composition in staff. C. Conine stated Walter has mentioned over the past year that some of the work could be done by a lower-skilled, lower-paid person and feels this doesn't fit on that track. Walter responded that the work will be analyzed to see what the bookkeeper does and whether some of it could be moved out into the schools to some extent. He does not believe that some of the work needs to flow downhill to the bookkeeper position. C. Conine questioned how this would save us any money. Walter replied that at this point it doesn't, but problems in the accounting infrastructure need to be resolved. Some Skyward modules are being used by trial-and-error; no formal training has been received since Bob Thom started. We need to take time over the summer to clean up the accounting system and transactions. The problems stem from before Bob Thom was hired as far as things and Skyward not being managed properly. Bob focused on getting the books up to date, but did not resolve all of the accounting conflicts in Skyward. Jason Becker does not have experience with Skyward or school accounting. K. Thistle feels we should find someone proficient with the Skyward software or get a different system. K. Thistle asked where the Finance Department will find the extra \$9000 for the new person's salary. Walter responded that we're going to balance the budget. C. Conine stated that is not an answer. Walter stated we haven't put the budget together for next year; the budget as currently construed still has the dollars in it from when Bob put it together in August, which included Bob's and Carrie's salaries. Theoretically, we have the extra funds, and we're actually saving money. C. Conine replied not if we're doing zero-based budgeting. K. Thistle questioned who would do the bookkeeping. Jason would do the bookkeeping. Payroll functions will be studied and possibly out-sourced in the future. Jason wants to be a CPA and has a very good résumé, although he has bounced around a lot. It's possible he may not stay very long, but if we could get him for a year, let's not look a gift horse in the mouth. C. Conine stated we don't need a CPA.
- Motion to approve **item #1, Leave Requests**, on amended **Consent Agenda Part II** made by R. Hamm, seconded by K. Thistle. *Motion carried unanimously.*
 - Motion to approve **item #2, Resignations**, on amended **Consent Agenda Part II** made by F. Kleckner, seconded by S. Stark. *Motion carried unanimously.*
 - Motion to approve **item #1, Recommendations for Hiring**, on amended **Consent Agenda Part II** made by G. Orten, seconded by S. Stark. *Motion carried unanimously.*

- Motion to approve **item #2, Recommendations for Hiring**, on amended **Consent Agenda Part II** made by F. Kleckner, seconded by C. Conine. *Motion carried unanimously.*
- Motion to approve **item #3, Recommendations for Hiring**, on amended **Consent Agenda Part II** made by P. Moore, seconded by C. Conine. K. Thistle began discussion directed at Walter: So, we meet our objectives, get things done, and Jason decides to stay. W. Clarke replied that he himself will move on; he's looking at a succession plan. Jason appears to want to direct his career path in this direction, he wants a more collegial environment, and lives fairly close. If we can get him for a year or two, that would be great. Hopefully, he will demonstrate his skills and background in streamlining operations; that's what Walter would like to do. There are several operations we currently perform that make the job a lot more complex than what it needs to be and may not be necessary; e.g., do we really need to offer teachers the option of 12-month pay versus school-year pay. That creates a lot of things to take care of at the end of the fiscal year. W. Clarke checked two references, but one firm only verifies hire dates; a background check was also performed. S. Stark commented that there are significant gaps between jobs, questioned why it took him so long to find jobs, and stated he was only employed for about six months at his last two jobs. She questioned why Walter feels Jason wants to get into an academic environment since he appears to have been everywhere. Walter says he has a sense that's what Jason wants; that's all one can do. Walter estimated he had 20 applicants and interviewed 11; he would be comfortable with at least three of them. Walter stated we could stay on the current path without making any changes and hope for the best, which he doesn't recommend. C. Conine asked why that couldn't be done. Walter feels that as time goes on, it will be more difficult to get good information from the system. C. Conine asked why Walter couldn't fix it; he should have a grasp of what has to be done and he's scheduled to go to the Skyward class. Walter's reply was that he would have to say no to a lot of things Bill wants him to do and just focus on this aspect. Question was raised as to whether or not one of the lesser-qualified candidates couldn't do that, without the \$9000 salary increase. Question was also raised concerning Jason's skill set versus Carrie's. Walter stated Jason is more of a person who will take a look at a system and streamline it. Roll call vote: R. Hamm, yes; P. Moore, yes; F. Kleckner, no; T. Hoffmann, yes; K. Thistle, yes; G. Orten, no; S. Stark, no; C. Conine, no. *Motion failed.*
- Motion to approve **item #4, Recommendations for Hiring**, on amended **Consent Agenda Part II** made by F. Kleckner, seconded by S. Stark. Hiring of Paul Krause's wife would affect his ability to vote on items having a direct effect on her, such as the Auxiliary contract. Rachel will not be working enough hours to become part of the Auxiliary, so would only be affected by the salary schedule portion of the contract. It was felt that having a Board member's wife on staff may not be a good thing; the line is getting a little fuzzy. Roll call vote: S. Stark, yes; G. Orten, yes; K. Thistle, no; T. Hoffmann, yes; F. Kleckner, yes; P. Moore, no; R. Hamm, yes; C. Conine, yes. *Motion carried.*
- Motion to approve Honors High Online summer school employees made by F. Kleckner, seconded by K. Thistle. This comes out of the virtual schools' budget. *Motion carried unanimously.*
- **Governance Policies:** Motion to state on record that Governance Policies as listed on **Consent Agenda Part III** were reviewed made by S. Stark, seconded by T. Hoffmann. *Motion carried unanimously.*

Celebrations and Announcements:

- Rose Fernandez, President of the Wisconsin Coalition of Virtual School Families, was presented with a plaque in recognition of her efforts for passage of Act 222 for virtual charter schools. Rose addressed the Board on how the process was used as a learning instrument for students (civics, law, politics, education, etc.).
- OES: The PTR was thanked for its outstanding work at OES this year.
- OMS: Chris Raisbeck, Music Director, was thanked for his work on the spring chorus concert. Kevin Luedtke was recognized for his work with the eighth grade students on their seminar projects. The middle school teachers were recognized for their work on the pilot for standards-based report cards.
- OHS: The seniors who participated in the UW-M diversity training were thanked. Appreciation was expressed to the teachers and Board members who participated in the graduation ceremony.
- W. Harbron expressed appreciation to Kevin Parker for the continuing improvement of the graduation ceremony. Mike Hamann was recognized for his positive commencement address at graduation. Principals, faculty and staff members, and Roger Sinnen's crew were thanked for their efforts to maintain focus during the last two weeks of the school year.
- Carrie Strassburg was thanked for her five years of dedicated service to the school district. She has been a very hard worker. Board members wished her the best of luck.
- Paul Krause stated graduation went very smoothly.

Monthly Reports:

Buildings & Grounds: No report.

Communications: Open enrollment-out surveys were reviewed at the last meeting. No significant reasons stand out. June 11 meeting was cancelled.

Curriculum: Reviewed high school curriculum and summer school enrollment. It appears that some of the students who should attend summer school are not. The families are approached and many of their children do attend. Would it be prudent to mandate summer school for those students who do not demonstrate proficiency at their current grade level? Research on retention has shown little improvement on student learning, but arbitrary advancement is not necessarily a proper tool either. Minutes from the last meeting are forthcoming.

Finance: Next meeting Weds., June 11.

Negotiations: No report.

Policy: Policies were reviewed for first reading at tonight's meeting. Review of sections O and P is almost complete. Next meeting June 25 at 7 p.m.

Ad hoc Health Insurance Study: The committee saw a presentation facilitated by Al Jaeger and Scott Fuller from Associated Benefits Group, affiliated with Associated Bank. Four district references were provided for contact. The districts were contacted with an overwhelmingly positive response for ABG, Al Jaeger, and the change of insurance. The FEA was approached to split the cost of \$1700 per month for four to six months to have ABG conduct research on various health plans. The FEA respectfully declined. Is the Board interested in pursuing this independently or should the committee approach the FEA to reconsider its position? It is felt that the FEA is not really interested in changing insurance carriers. The group feels that WEA has not raised its rates very much over the last several years and has become a suitable competitor. The reality is that WEA is still probably 30 percent higher. The savings for the district lie exclusively with the retiree benefits. P. Krause suggests that if we are serious about changing insurance, we contract with ABG, since it has access to a complete realm of insurance plans, something we would not have were the district to conduct the research independently. ABG appears to be a full-service organization. Retiree benefits cost the district approximately \$300,000 per year. Health insurance savings would be applied to the salary scale. K. Thistle suggests that the Finance Committee find a way to finance the research by ABG and return a recommendation for Board approval. ABG has converted approximately 30 districts in southern Wisconsin, the majority in Dane County. Deerfield converted four years ago and is extremely happy with the change. The committee should take the matter to the Finance Committee and place the item on the July Board agenda. The committee should review the data with the rest of the group and the FEA. P. Krause will schedule a committee meeting via e-mail.

- **Administrative Team reports** were reviewed. K. Thistle questioned whether the Board should receive minutes when the Board president and vice president meet with the superintendent over school operations. C. Conine replied that they talk about what they'll talk about at the Board meeting; i.e., the Board agenda. Discussion on individual administrators' reports followed.

Discussion Items:

Motion to defer discussion of entire section to the July meeting made by K. Thistle; not seconded. **Motion failed.** Motion to defer discussion of Attachment F, Balanced Scorecard, to the next meeting made by P. Krause, seconded by S. Stark. **Motion carried unanimously.**

- Attachment E, Outside courses counting toward GPA: Straw poll for option 1 or option 2: S. Stark, 2; G. Orten, 2; K. Thistle, 2; T. Hoffmann, 2; P. Krause, 1; F. Kleckner, 2; P. Moore, 2; R. Hamm, 2; C. Conine, 2. Overwhelming consensus is to give credit for outside courses, but not apply grade to GPA.

- Attachment G, First reading of policies:

- B1: Motion to reject policy revisions as presented made by K. Thistle, seconded by G. Orten. **Motion failed.** Motion to reword shaded portion (instead of "The *president* shall annually determine...", make it "The *Board* shall annually determine...") made by G. Orten. C. Conine stated that falls under duties of the officers. Motion to send policy back to the Policy Committee to find better wording for the gray box to make it so the entire Board may bring up that they want a new committee or removal of a committee, any of that type of thing versus not just the president, seconded by K. Thistle. Discussion ensued; contradictory opinions were voiced. A 'yes' vote is to send this back to committee for revision; a 'no' vote is to retain wording as presented. S. Stark, no; G. Orten, yes; K. Thistle, yes; T. Hoffmann, no; P. Moore, no; F. Kleckner, no; P. Krause, no; R. Hamm, no; C. Conine, no. **Motion failed.** First reading accepted.

- Student Involvement with Law Enforcement Personnel at School (new policy): P. Krause stated that he'd like to see the committee review and determine what other policies are entwined with this policy; i.e., duplicated. This policy encompasses probably four policies already written. C. Conine stated she has a problem with having police officers interview students without notifying parents. P. Krause feels this is covered in the policy with the statement that law enforcement will make a reasonable effort to contact the parents. Motion that the Policy Committee eliminate duplication of policies pertaining to student interviews by law enforcement personnel made by P. Krause, seconded by F. Kleckner. **Motion carried unanimously.**

- Locker Room Privacy (new): This is a broader policy than what we presently have, but still a duplication as far as electronic devices. We should see what other policies can be eliminated. W. Harbron stated policies will overlap, but this one deals specifically with locker rooms. We need to ensure we are in compliance with Act 118.
- Students with Special Needs Technology Policy (new): Policy was reviewed to be in compliance with state mandates.

- Board Action:**
- Board Financial Control Structure: This is a proposal intended to determine how we manage non-routine, special projects. Motion to adopt the Board Financial Control Structure made by P. Krause, seconded by C. Conine. *Motion carried unanimously.*
 - Technology Plan: Motion to approve Technology Plan made by G. Orten, seconded by P. Krause. Discussion followed concerning how our policy needs to cover and include as property all electronic transmissions, such as e-mail, computers, electronic equipment, etc., and will be subject to review. K. Thistle wants to make sure that we are *not* approving a budget here or adding staff; that has to go through the normal process. *Motion carried unanimously.*
 - YMCA Before- and After-School Program: Motion made by P. Krause that the district not participate in the program unless we are able to secure at least 40 students to participate at a level of \$500 per student, seconded by C. Conine. If we can't get 40 students, he feels it isn't worth administration's time and effort to proceed. A survey will need to be conducted and results brought back to the Board. Issues discussed included cost to taxpayers, loss to area businesses, and convenience to parents. The district would like to pilot the program for one trimester; if not successful, it would be discontinued. The program would be run through Fund 80. Pros and cons were discussed. K. Thistle feels the program would be a disservice to local day care providers. F. Kleckner stated we should determine which parents would participate at what cost. The district should have criteria ("SMART-goals") by which to measure the program's success or failure at the end of the trimester. *Motion carried unanimously.*

Next Agenda: Monday, July 14, 2008 Regular Board meeting agenda will consist of items listed on Attachment K, with addition of a list of other legal firms that could provide more depth and definition of legal advice for the district and Balanced Scorecard discussion.

Adjournment: Board members completed meeting assessment forms. Motion to adjourn regular meeting made by F. Kleckner, seconded by R. Hamm. *Motion carried unanimously.* Meeting adjourned at 10:25 p.m.

Next Meeting: Mon., July 14, 2008, 7 p.m., OMS/OHS Library.

Respectfully submitted,

/s/

Thomas A. Hoffmann
Board Clerk

TAH:vld