

REGULAR BOARD of EDUCATION MEETING
Monday, July 14, 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, Stacie Stark, Kendall Thistle, Tom Hoffmann, Paul Moore, Paul Krause, Rick Hamm, (arriving later) Francis Kleckner
- Excused:** Gerry Orten
- Others Present:** William Harbron, Superintendent; Walter Clarke; Pam Warner; Kurt Bergland; Barb Peterka; Roger Sinnen; Cindy Dallman; Steve Paulus; Mark Jaeger, *Ozaukee Press*; Vicki Depies, Administrative Assistant
- Agenda:** Motion to adopt the agenda in print made by T. Hoffmann, seconded by S. Stark. *Motion carried unanimously.*
- Public Forum:** Steve Paulus addressed the Board concerning changing baseball from summer to spring. Steve asked why the district did not follow the timeline WIAA gave us for that sport, and why didn't we ask for a waiver, because everything is done two years in advance throughout the conference. The response Steve received from W. Harbron and K. Parker was that numbers were down; kids had jobs in summer, etc. Steve stated that the golf team is hurting and track has nobody out, and asked why would we move another sport into the same time as the other two sports that are hurting? He feels this was not too intelligent. Other districts' calendars show that we are playing summer baseball. He also asked why we didn't follow the signed contract with the Central Lakeshore Conference.

Steve also addressed the Board concerning the new bookkeeping employee. He asked: 1) Where does the person fall on the pay scale that has been established by the Union, and 2) did the Board give the business manager authority to work out wages, and if it did give him the authority to do it, why didn't you tell the rest of the Board? Steve said he read in the paper that the rest of the Board didn't even know he was working out prices for the new hire. P. Moore asked Steve if he was assuming the new hire was a Union employee. Steve replied he's not, but the Union has the pay scale set up for when you hire because you have to have a spot to work from, unless you make them administrators. It was clarified that the new accounting analyst is salaried (as are Roger Sinnen, Dean Brookins, and Vicki Depies), receives a Letter of Agreement, and has some supervisory responsibility. Steve went on to say that they are all salaried, but work off of the Union contract. They were all pulled out of the Union contract, but the salary that was established for those people came off of the Union pay scale. C. Conine said we detached from that, especially with the health insurance change. Steve said he understands that, but if you look back at the Union pay scale, it has 'bookkeeper,' 'secretary,' and all of those categories, and all those salaries reflect back to the people who are non-Union, salaried people now. Steve said he knows the district will say that half of the \$9000 salary increase for the accounting analyst's position is paid by WIVA, but the district still has to pay half of that. Steve stated that he has been fixing the bike path here and he fell through the ground with the skid loader because the culvert is shot, and the district won't spend the \$5000 to fix the culvert, which was installed in 1964. Steve went on to say that if you do spend \$4500, you're still taking money away from the kids. He sees that we'll have a balanced budget, but it means you took it away from someone else. He read that it includes Bob's and Carrie's salaries, but the object of when we hired Walter was that we were going to save money because we paid him 80 percent. C. Conine said that was some of the rationale when Walter took over the job. Steve said he doesn't see the logic behind it; it's not comparing apples to oranges. The other one did the job for five years and we never had a problem; she's the one who caught the mistakes that were done by the finance director. P. Krause stated it was not our decision to part ways with Carrie; she left. Administration interviewed a handful of candidates, they had ten applications, they selected the candidate they felt was the best fit, and it was brought to the Board; it's that simple. Steve answered that it's not that simple when you're talking about spending more money. The person did a fine job. Those people were asked not to take a raise by the Negotiations Committee and then you turn around and give somebody else a \$9000 raise. P. Krause stated that what Carrie's arrangements were or what her salary was at, or the quality of the work that she did is, quite frankly, irrelevant when she decided to leave. So now the issue is not what her job performance was or what her pay

level was; the issue was what can I hire somebody else at and what needs do I have to fill. It's just that simple. If we had the opportunity to employ Carrie, we would have retained her, but she wanted to move elsewhere. So now you have to hire somebody else, and the reality of it is that in the process of interviewing candidates, this candidate had a more well-qualified skill set. Not that Carrie was inferior; not that she did a bad job, but you're going to pay more for an individual who has higher-level degrees, who is more decorated on paper; that's just a reality. Steve said he agrees, but that you keep telling us at the meetings that you have no money. If I don't have the money, I don't hire somebody that's higher than the person who has just left. Logically speaking, you don't do that. P. Krause stated that Steve's beef is the salary level, the extra \$9000. Steve replied that the Board keeps talking about needing money because they can't fix anything, and then they go and spend \$7000 or \$9000 more. But what you do is you find a person who fits your category of money; you don't find a person who's going to do the job and pay them \$10,000 or \$5000 more. You're asking the taxpayers for more money and then you turn around and hire a person that's higher. P. Moore stated point taken; the Board made the decision, and didn't see the need to keep this going any longer. Steve replied that's a good answer, and the taxpayers will vote for you, too, when you want a referendum.

Celebrations and Announcements:

W. Harbron applauded the administrative team members for their diligent efforts to complete the Master Plan and Board packet. P. Krause commended administration for a good year, both educationally and financially.

Consent Agenda:

- Motion to approve all items on Consent Agenda Part I made by P. Krause, seconded by T. Hoffmann. *Motion carried unanimously.*
- Motion to approve all items on Consent Agenda Part II made by F. Kleckner, seconded by P. Moore. The new hires are replacements; we anticipate no other hiring. Jason Becker's Letter of Agreement was modeled after Carrie's and is similar to Walter's. *Motion carried unanimously.*
- Motion to state on record that Governance Policies were reviewed as listed on Consent Agenda Part III made by P. Krause, seconded by C. Conine. P. Krause stated a Board response should really be made to the Board Governance Policies and questioned whether that should be done by the Policy Committee or Board president. C. Conine commented that on E-6, full implementation has not been realized and she's not sure we have steps under way to fully realize it. She asked whether the policy be changed or make sure we have the steps in place to get to full implementation of the policy. W. Harbron stated that some of the policies are more qualitative rather than quantitative. At the next round of annual planning, we can increase our emphasis on this one. *Motion carried unanimously.*

Discussion Item:

- **NOSD Balanced Scorecard:** This is a working document, but Board acceptance is requested in order to move on with it. The Finance Committee requests that the following categories be added to the Finance section: What is spent on athletics and co-curriculars per student, student fees collected, and value of fund balance. Question was raised as to whether the co-curriculars would be a true representation of all students. The amount would be divided by the number of brick-and-mortar students. It was decided that co-curriculars would apply to the high school only. This Balanced Scorecard is for the brick-and-mortar only; the virtual schools' will be a separate document at a later date. The Scorecard includes a lot of points to monitor; some may not be relevant, such as the amount of spending per student on teacher professional development and monitoring of teachers' educational achievement levels. C. Conine would like to know how measures such as these correlate directly to student achievement. There are mixed reviews on these points. Determination of relevance will be made as time goes on. C. Conine stated it appears to be a huge project to manage, but if administration is confident to monitor all of the points to the extent that it's not a burden, it should go ahead.

Board Action:

- Motion to approve **2008-09 Master Plan** made by T. Hoffmann, seconded by S. Stark. Discussion followed. W. Harbron drew attention to several calendar dates in Section 12.
- W. Clarke distributed the **2008-09 Preliminary Budget** (placed on file with Board packet). Walter explained that bottom line, we had expected to have a loss of \$276,000 this year. The way it looks now, we'll have a gain of \$90,000, resulting in a 2007-08 year-end general fund balance of \$605,468. Fund 27, Special Education, balances itself out and any deficit revenues we transfer from Fund 10 to balance. Retired teachers have been replaced with teachers with lower salaries. We have spent approximately 4 percent less than expected this year. The fund balance should range between \$900,000 to \$1.2 million. The district has borrowed \$3.6 million this year just to operate, incurring \$70,000 worth of interest. WIVA essentially operates with a zero fund balance. For 2008-09, we anticipate the fund balance to increase by \$290,431 to \$895,899. Motion to approve preliminary 2008-09 budget made by P. Moore, seconded by T. Hoffmann. *Motion carried unanimously.*

• **Food Service contract:** Taher was the only company to submit a bid. Walter feels the changes are minimal, but due to some of the language concerning mid-year adjustments, it was felt that the school attorney should review the contract. Taher doesn't have a real good track record for coming in on target, and should be forced to forecast its costs for the year. The district is required by DPI to request bids every five years, but we can review the vendor's service annually. Management and labor accounts for 50 percent of the costs. DPI has approved the contract. Motion to approve Food Service contract with Taher made by P. Krause, seconded by F. Kleckner. **Motion carried unanimously.**

• **Lunch prices for 2008-09:** Motion to approve food prices reflecting a five cent increase for both milk and meals made by F. Kleckner, seconded by P. Krause. **Motion carried, with one opposed.**

• **Second policy readings**

B-1 Duties and Responsibilities of Board Officers (revised): Motion to approve made by P. Krause, seconded by R. Hamm. **Motion carried, with one opposed.**

Student Involvement with Law Enforcement Personnel at School (new): Motion to approve policy made by P. Krause, seconded by F. Kleckner. Discussion followed concerning situations in which district personnel should contact parents or guardians. It is felt parents should be contacted as a courtesy when their child is questioned by law enforcement officers regardless of the circumstances. The policy does state, "If criminal prosecution is contemplated by the police, every effort will be made to contact the student's parent/guardian prior to questioning." K. Thistle feels the words, 'If criminal prosecution is contemplated by the police,' should be deleted (B.1.c.). **Motion carried, with three opposed.**

Locker Room Privacy (new): Motion to approve policy made by P. Moore, seconded by F. Kleckner. **Motion carried unanimously.**

Students with Special Needs Technology (new): Motion to approve policy made by P. Krause, seconded by P. Moore. **Motion carried unanimously.**

• **First policy reading**

Computer, Internal Network, Electronic Mail, and Internet Acceptable Use Policy (revised): Revisions have been made by Atty. John Haase. Brief discussion was held.

• **Hiring of insurance consultant to research and propose health insurance for district employees:** P. Krause made a motion that this discussion be held until next month in order to get feedback from the FEA. The consultant reduced his rate to \$1500 per month. The FEA has twice declined the offer to share the cost of the consultant. If the FEA declines once again, the matter will be returned to the Board for its decision. P. Krause stated that in every district interviewed, the primary champion for this has been the union. Three individuals told P. Krause that the concept will never work if not endorsed by the FEA. He feels it is important that we ask one more time. We should ask the membership to vote on it. K. Thistle stated that if it were to be done in a public forum, the results would be documented. P. Krause stated that if he were to make a motion, it would state, "Motion that the Board requests the Board president to speak to the FEA and request a union vote." P. Krause's motion to table this discussion until next month seconded by F. Kleckner. **Motion carried unanimously.**

• **YMCA Before- and After-School Program:** W. Harbron led discussion concerning competition among area day care providers and use of our facilities to both for-profit and non-profit organizations. When considering districts in which to enroll their children, the program may factor in heavily with parents. One area day care provider charges \$21 per day. It is understood that the YMCA will first conduct a survey to determine level of participation in the program. Motion to approve YMCA Before- and After-School Program made by T. Hoffmann, seconded by C. Conine. Roll call vote: S. Stark, yes; K. Thistle, no; T. Hoffmann, yes; P. Krause, yes; F. Kleckner, yes; P. Moore, yes; R. Hamm, yes; C. Conine, yes. **Motion carried.**

Monthly Reports:

• C. Conine distributed the new Board committee structure, consisting of Finance/Buildings & Grounds, Student Learning & Achievement, Negotiations, and Policy. She will forward committee membership list to Vicki on Tuesday. Motion to accept Board committee structure as presented made by P. Moore, seconded by P. Krause. **Motion carried, with K. Thistle opposed.**

• **Administrative Team reports:** C. Conine reminded administration and the Board that out-of-state trips (e.g., eighth grade trip to Great America) should receive 30 days' prior approval by the Board. This trip was presented at the June Board meeting, after the fact.

• Roger Sinnen distributed a list (placed on file with Board packet) and updated the Board on all of the summer maintenance projects.

Buildings & Grounds: No meeting; committee is absorbed into the Finance Committee.

Communications: No report at this time.

Curriculum: No report at this time.

Finance: June meeting minutes were mailed.

Negotiations: Meeting needs to be scheduled concerning Letters of Agreement for Roger Sinnen, Dean Brookins, and Vicki Depies.

Policy: No report at this time.

- C. Conine called the Board's attention to Special Board Meetings scheduled for July 28 (closed session for negotiations discussion), Aug. 25 (closed session for superintendent evaluation), Sept. 22 (open session to discuss Board Governance), and the October 27 Annual Budget Meeting.
- W. Harbron recommended that Board members read the School Law Update from Quarles & Brady concerning closed meetings, which was distributed in Board folders.

Next Agenda: August 11, 2008 Regular Board meeting agenda will consist of items listed on Attachment N, with addition of Board action on hiring of insurance consultant to research and propose health insurance for district employees.

Adjournment: Motion to adjourn regular meeting made by F. Kleckner, seconded by T. Hoffmann. *Motion carried unanimously.* Meeting adjourned at 9:21 p.m.

Next Meeting: Monday, August 11, 2008, 7 p.m., OMS/OHS Library.

Respectfully submitted,

/s/

Thomas A. Hoffmann
Board Clerk

TAH:vld