



NORTHERN OZAUKEE SCHOOL DISTRICT
BOARD of EDUCATION MEETING MINUTES
REGULAR SESSION
Monday, December 14, 2009 · 7:30 p.m.
OMS/OHS Library

- Call to Order:** 7:40 p.m. by Paul Krause, Board President. Pledge of Allegiance followed by reading of the district's Vision statement. Roll call taken; quorum established.
- Members Present:** Paul Krause, President; Stacie Stark, Vice President; Francis Kleckner, Treasurer; Tim Burmesch, Clerk; Tom Hoffmann; Rick Hamm; Steven Baumeister; Kendall Thistle
- Excused:** Stephen Burmesch
- Others Present:** William Harbron, Superintendent; Walter Clarke; Kevin Parker; Kurt Bergland; Pam Warner; Barb Peterka; Jason Becker; Cindy Dallman; Sean Preisler, OHS student rep; Mark Jaeger, *Ozaukee Press*; Vicki Depies, Administrative Assistant
- Agenda:** Due to late start of meeting, motion was made to defer item H, discussion of NOSD Balanced Scorecard, by F. Kleckner, seconded by T. Burmesch. ***Motion carried unanimously.*** Motion to adopt the agenda as amended made by F. Kleckner, seconded by T. Burmesch. ***Motion carried unanimously.***
- Public Forum:** No items presented.
- Celebrations and Announcements:** In addition to the recognitions listed on Attachment B, Laura Wenzel and Melissa Norppa were recognized for presenting a quality winter chorus concert. P. Krause also congratulated Alan Dust for his band concert. R. Hamm recognized Kaitlyn Thill for scoring 1000 points in girls' basketball (third girl in Ozaukee history to accomplish). T. Hoffmann would like to thank the student body and everyone involved with the Salvation Army Christmas Toy Distribution last Saturday. It was exceptionally well-organized. P. Warner recognized Anna Harkensee and Kevin Luedtke for arranging students to serve as bell ringers at Bayshore Town Center.
- Consent Agenda:**
- Motion to approve Consent Agenda Part I-Business made by S. Stark, seconded by T. Hoffmann, with the recorded minutes being part of the approved minutes, as requested by K. Thistle. A few entries on the general invoices were questioned and explained. ***Motion carried unanimously.***
 - B. Peterka addressed the Board concerning rationale for employment of two paraprofessional aides and answered questions pertaining to specific need and funding. Motion to approve Consent Agenda Part II-Personnel/Student Recommendations, hiring of Brynn Hocking as replacement for Chris Schoenemann, made by T. Hoffmann, seconded by T. Burmesch. ***Motion carried unanimously.*** Motion to approve hiring of Candice Ladwig made by T. Hoffmann, seconded by F. Kleckner. ***Motion carried with one opposed.***
 - Motion to state on record that Governance Policies EL-5, EL-6, EL-7, EL-8, and EL-9 were reviewed made by R. Hamm, seconded by S. Stark. ***Motion carried unanimously.***
- Action Items:**
- Attachment D: Second policy reading and discussion of N-1 Computer, Internal Network, Electronic Mail, and Internet Acceptable Use Policy raised questions concerning whether or not this policy should apply to incidents occurring only on district premises with use of district property, or should also include incidents that occur inside or outside of district premises with personal property. W. Harbron clarified. Incidents would be investigated to determine what disruption of the learning environment had occurred, if any, and jurisdiction would be established for each case. If an inappropriate text message or photo on a personal cell phone is brought to school and circulated, the district would have jurisdiction. The district is expected to maintain a safe learning environment. This policy needs to be reviewed annually due to constantly changing technology. K. Thistle stated he could not locate language in the policy guaranteeing us that the district won't go through what happened in the Cedarburg School District, in which a teacher used computers for pornographic images. If such a situation were to occur, he would like the employee fired immediately, rather than remain employed during litigation. W. Harbron directed K. Thistle to page N1-3 of the policy which addresses inappropriate use of district equipment. Motion to approve second reading of policy N-1 made by R. Hamm, seconded by T. Burmesch. ***Motion carried unanimously.***
 - Attachment E, 2009-11 Administrators' and administrative support group 2 contracts
S. Stark reviewed changes to administrators' contracts. P. Krause questioned the change of J. Becker's job title and salary. Jason's title is being proposed for change now to Supervisor of Administrative and Business Support Services due to consolidation of business operations for both Wisconsin Virtual Learning and the brick-and-mortar schools. By moving these operations to the Business Office, Kurt Bergland's and Melissa Horn's time will be more efficiently used to concentrate on education and the students and families they serve.

P. Krause asked whether the salary reflects the end state or the intermediate state for Mr. Becker. W. Harbron stated it is the beginning state; the salary shown is not the end state until we know what the consolidation of business functions will entail. P. Krause stated it is his understanding that the intention is that this is not the “end state” for Jason. W. Harbron replied that this is more of a standard adjustment. P. Krause stated the intent would be to make this move for Jason at the end of this fiscal year. W. Clarke replied as far as reconsidering salary, yes; as far as reorganizing the Business Department...(P. Krause interjected, “...responsibilities can change whenever.”). P. Krause stated he didn’t want to approve a contract tonight for Jason for “dollar X,” only to have a discussion next month that says we’ve completed our reorganization and here’s a salary adjustment to approve “dollar Y.” If we’re done with this, then we’re done until the end of the fiscal year. It was agreed to be the understanding of all parties. The proposed salary for Mr. Becker reflects the standard administrators’ adjustment for this fiscal year. Motion to approve administrator group 1 contracts made by T. Burmesch, seconded by T. Hoffmann. **Motion carried with one opposed.**

S. Stark reviewed highlights of the administrative support group 2 contracts. K. Thistle stated, “In this time of financial crisis nationwide, we have an \$1800 increase in pay, 30 percent increase in retirement benefits, and professional development expenses added. Thirty percent increase in retirement benefits...that’s what you’re pushing here tonight.” S. Stark stated, “It’s not what I’m ‘pushing;’ it’s what we agreed to when we were meeting.” K. Thistle added, “And does the community have a place that that funding would come from to pay for that, extra retirement benefits? How are we going to pay for it?” S. Stark stated she doesn’t have the specific line item it would come out of. P. Krause asked what drove us to that concession. He added that he trusts the committee did everything it could to make it as beneficial to the district as possible, while still rewarding our staff. He asked what are we gaining by giving up that concession, because we are dealing with ERP problems on the FEA contract. S. Stark replied the change from the family payout to whatever they had when they retire, and keeping their percentage at 90 percent, because they wanted it up to 95 percent. Discussion followed. R. Hamm stated he missed the meeting. K. Thistle stated he missed the same meeting. R. Hamm stated he doesn’t understand the going from three to four. K. Thistle asked F. Kleckner, “How are you going to pay for it?” F. Kleckner responded by saying, “I don’t know if I made that meeting either.” S. Stark replied that he did not; she was the only one at the meeting. F. Kleckner said he had a “conflict of interest” and had said that when the meeting was scheduled. P. Krause stated they can’t blame S. Stark for making that decision when the committee wasn’t there; she had a job to do. He stated it is a lower amount of ERP than our teaching staff; two contracts ago, we fought it to get it down from eight to seven. T. Burmesch asked how soon this has to be acted on. P. Krause replied that we’re six months late. Motion to approve administrator group 2 contracts made by T. Hoffmann, seconded by S. Stark. Roll call vote: T. Hoffmann, yes; K. Thistle, no; T. Burmesch, yes; S. Stark, yes; P. Krause, no; F. Kleckner, yes; R. Hamm, no; S. Baumeister, no. **Motion failed.** P. Krause stated the Board should give the committee some guidance on what to change before they bring it back. He stated he has no problem with the three percent; no problem with the \$1200 in professional development. He is concerned with expansion of the ERP. He feels “...we have worked long and hard with the FEA to try to reduce that, and to increase that, I think, is a liability to the district that we’re going to pay for in future years.” A tentative meeting date for the Negotiations Committee and members of the administrative support group 2 was established for Tues., January 5, 2010, at 6:30 p.m.

- Attachment F, WASB Resolutions

The Board requested P. Krause, delegate, to vote on resolutions on the district’s behalf at the WASB Convention in January, as follows. Yes: Resolutions 10-1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13 (retain spring elections rather than fall for Board members), and 14. No: Resolution 10-5. Brief discussion on several of the resolutions took place.

- Attachment G, Revised virtual school charter agreement

W. Harbron recapped discussions with the National Network of Digital Schools (NNDS) concerning a program entitled Little Lincoln, which encompasses grade 4K. The charter agreement has been revised to incorporate 4K using the Little Lincoln curriculum and extending the charter one year, to June 30, 2015. P. Krause stated that approval of the charter agreement does not mean approval of the 4K program in the virtual school; we’ll have to do that in a separate action. The charter agreement allows us to pursue that if we wish to do so. Motion to amend the charter as described made by T. Hoffmann, seconded by F. Kleckner. K. Thistle asked where the 4K students would come from. W. Harbron stated that, after initial calculations, the program has the potential to draw 200 students and continued to explain various components of the Little Lincoln curriculum and programming. The Little Lincoln program would be comprised of different “academies” off of our virtual school, using various platforms, focusing the first year on students in grades 4K-2 and expanding the following year to the fourth grade. **Motion carried with one opposed.**

Information Item: C. Dallman and P. Warner provided an update to the Board on use of the L to J Model at OES and OMS.

- Monthly Reports:**
- Sean Preisler stated a school improvement committee met last week and discussed the possibility of having certain textbooks be made available online.
 - Student Learning & Achievement Committee: Discussion focused on ways to implement virtual school learning and technology into the brick-and-mortar schools.
 - Finance/Buildings & Grounds: Cancelled last week's meeting due to snowstorm.
 - Negotiations: Meeting with Auxiliary also cancelled due to snowstorm. Still waiting for the FEA to get back to the committee about mediation.
 - Policy: No need to meet on December 16; will meet on January 27.
 - Administrative reports were reviewed. Discussion was held concerning W. Clarke's budget status report. S. Stark questioned K. Parker's report referring to seven students at risk of not graduating. K. Parker explained that they are all scheduled to graduate, as long as everything between now and the end of the year is "rosy." Given the students' track record, it's questionable; that's why they're at risk. S. Stark questioned C. Dallman's report pertaining to monitoring of bus routes to curb misbehavior. C. Dallman stated there are a couple of routes that tend to get "out of control." She has been riding some buses. We can ask to have portable camera devices placed on some of the buses. T. Burmesch asked for an update on the large 5K class. It is up to 67 students. This is up 17 over last year; most of whom have come in with no prior schooling. There is a high need in the SASS program for both reading and math. It is a very "active" kindergarten class, with three teachers, three aides, special ed aides, support, ELL, and itinerant personnel working very hard. The students are making progress.
 - General Board communication and updates were held.

Next Agenda: The January agenda will include items listed on Attachment J, with the addition of discussion on DPI's Memorandum of Understanding for "Race to the Top," review of the OHS schedule, and WVL proposals for 2010-11.

Next Meeting: Board Workshop: Tuesday, December 22, 2009; dinner at 6:30 p.m. followed by meeting at 7 p.m.
Regular Board Meeting: Monday, January 11, 2010, 7 p.m., OMS/OHS Library.

Adjournment: Motion to adjourn made by F. Kleckner, seconded by T. Hoffmann. ***Motion carried unanimously.*** Meeting adjourned at 9:48 p.m.

Respectfully submitted,

/s/

Timothy C. Burmesch
Board Clerk

TCB:vld

/s/

Paul Krause
Board President