

Office of the Superintendent
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, WI 53081

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, January 26, 2016**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 26th day of January at 6:00 p.m. in the Board of Education room, 830 Virginia Avenue, Sheboygan, WI. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Gallianetti called the meeting to order at 6:04 p.m.

Present: Dr. Susan Hein, Ms. Barbara Tuszynski, Mr. Larry Samet, Mr. Mark Mancl (arrived at 7:20 p.m.), Ms. Marcia Reinthaler, Mr. David Gallianetti, Ms. Jennifer Pothast, Ms. Mary Beth Martin, Mr. Ryan Burg

President Gallianetti requested that everyone stand and join him in the Pledge of Allegiance.

Moved by Ms. Tuszynski, seconded by Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.

APPROVAL OF MINUTES

Moved by Mr. Burg, seconded by Ms. Pothast to approve the minutes of the Regular Board of Education meeting of December 8, 2015 and Closed Session meeting of January 12, 2016. All ayes. Motion carried unanimously.

RECOGNITION

Mr. Chad Renzelmann, on behalf of the Wilson Elementary School staff accepted acknowledgement for demonstrating high reading achievement growth for students with disabilities through the Department of Public Instruction project, *Promising Practices for Students with Disabilities*.

DIPLOMAS

Moved by Ms. Pothast, seconded by Ms. Martin to approve the Curriculum & Instruction Committee's recommendation to award high school diplomas to Jose Resendez and Brandon Hallwachs, Central High School class of 2014. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Ms. Reinthaler to approve the Curriculum & Instruction Committee's recommendation to award high school diplomas (early graduation) to students from North and South High Schools and from IDEAS Academy who are members of the class of 2016. All ayes. Motion carried unanimously.

STUDENT REPRESENTATIVES

Ms. Erin Gamb, South High School student representative reported on the no texting and driving simulation that students took part in and other events happening at South High School. She noted they are ready for second semester with the flexible model schedule and Ms. Reinthaler asked about the tone of flex mod with the students and Ms. Gamb responded that she felt it has been an easier transition. Ms. Seymour, North High School student representative reported that the Red Raider Manufacturing construction and ground breaking will happen in February. She also talked about the transformation of the shell space. South held an eighth grade parent night with more than 400 people attending and received positive feedback from that event. There still continues to be mixed feedback from students regarding homeroom.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Sheehan provided his report to the school board which included an update on Farnsworth Middle School's Make a Wish fundraiser, the School Nutrition program received an award in the amount of \$37,385 which will provide funding for a fresh fruit and vegetable snack program, Urban Middle School student council donated a check for \$250 to Urban Way which supports students and their families that are in need of food for the holidays, and acknowledged crossing guards in the District by providing each with McDonald's gift cards.

MISCELLANEOUS

A. Long-Range (5-Year) Plan Update – Goal 2, Objective 1, Activity 1

Administration and staff provided an update on Positive Behavior Interventions and Support for the 2015-2016 school year and noted that 18 schools are currently implementing PBIS including the Early Learning Center. The ultimate goal is to use the PBIS framework and assure that all our students are safe and can come to school and learn. Many schools have received an award of merit or have been identified as a school of distinction by the Department of Public Instruction (DPI).

B. Regular and Special Education Enrollment Caps

Moved by Ms. Pothast, seconded by Ms. Reinthaler to approve the special education open enrollment caps based on space availability and to approve administration's recommendation to not establish enrollment caps for nonresident open enrollment applications for regular education programs; however, reserving the right to grant or deny requests for specific programs or schools based on space availability of such programs or schools and appropriate and relevant prerequisites for such programs and/or schools. All ayes. Motion carried unanimously.

Mr. Harvatine reported that as part of Wisconsin Act 55 the Board of Education is required to take action on open enrollment caps and should the school board take no action, the District would then be required to accept all students through open enrollment. Mr. Konrath provided the background to Wisconsin Act 55 and noted the huge shift with this change. He noted that the District has not, in the past, set caps or limited schools and have generally tried to accommodate students with the school that they desire. Mr. Nebel provided a review of the special education open enrollment availability and noted the projection numbers are difficult to determine but is the best estimate for the District to use. Most our programs are at capacity so there is not much wiggle room. At this point we would not send students back to their home schools as we have provided services to them in the past. There are approximately 40 students who open enroll from our district to other districts and those numbers are not included in the projections; however, those students could end up coming back to the District at a cost to the District. Mr. Samet asked if administration reviewed the cost of incoming versus outgoing students and Mr. Nebel responded that the District had about \$140,000 in costs going out which benefited the District on the financial end. He further commented that occupational therapists are very difficult to find and the District's occupational therapists have very large caseloads. Dr. Sheehan added that Act 55 is not a kid friendly state statute. Mr. Burg asked if certain schools would be excluded through open enrollment and Mr. Konrath responded that likely that would not happen. Dr. Sheehan noted that it appears that this change is to free up more funds for voucher schools and that the Sheboygan County Superintendents will be discussing this topic further and will prepare language they will present to our legislators. Ms. Tuszynski asked if parent groups of children with disabilities or other advocacy groups have spoken up and Dr. Sheehan responded that they have but it has not carried much weight.

C. 2016 UCA National High School Cheerleading Championship

Moved by Ms. Pothast, seconded by Mr. Burg to approve South High School cheer students to travel to Orlando, Florida February 3-8, 2016 to compete in the National Cheer Competition. All ayes. Motion carried unanimously.

D. 10 Year Comprehensive Facilities Plan

Dr. Sheehan provided an overview of the executive summary and requested feedback from the school board regarding the plan. Administration has worked with its financial advisor to estimate the impact of a \$26 million borrow which shows a very minimal increase to the current mill rate. Borrowing the entire amount would cost each homeowner approximately \$3 per \$100,000 home valuation. As a result, the survey being prepared for the community by Bill Foster will be redone. Dr. Sheehan noted that the District told the community they would not go out for another referendum for 10 years and that the District has committed to that. Mr. Burg asked if administration was considering using any of the fund balance to offset

the \$26 million and Dr. Sheehan noted that because the cost to the taxpayer is so low we likely would not touch the fund balance. There was discussion regarding the debt from the previous referendum which drops off in ten years; however, by doing so the mill rate would not change. Mr. Samet noted that the school board did not want to take any additional funds out of the fund balance and does not think that is feasible because of other District projects. Ms. Tuszynski also noted she was not in support of using any of the fund balance and the primary reason the school board is talking about referendum is because of using the fund balance to try to fund projects in previous years. There was ongoing discussion with regards to some of the line items or projects and Mr. Albright responded that administration will continue to work with Bray Architects on the most reasonable way to design specific projects. Mr. Mancl commented that he wants to be sure we have enough staff to support all of the projects and that we do not have to hire someone to oversee or manage some of them. Mr. Boehlke noted that part of what they need to look at is projects versus the borrowing so they will need to work their Projects accordingly. Because of the interest rates, Mr. Boehlke would prefer to not have to go out for borrowing twice. Dr. Sheehan noted that the next steps are to have a draft of the survey to present to the school board in February.

E. Introduction (First Reading) to Delete Board of Education Policy 3522 – Naming School District Facilities and Programs

Moved by Mr. Burg, seconded by Ms. Reinthaler to approve the introduction (first reading) to delete Board of Education Policy 3522 – Professional Staff; Naming School District Facilities and Programs. All ayes. Motion carried unanimously.

F. Introduction (First Reading) of Revised Board of Education Policy 7250 – Commemoration of School Facilities

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the introduction (first reading) of revised Board of Education Policy 7250 – Property; Commemoration of School Facilities. All ayes. Motion carried unanimously.

G. Adoption (Second Reading) of Revised Board of Education Bylaw 0130 - Functions

Moved by Mr. Mancl, seconded by Ms. Reinthaler to approve the adoption (second reading) of revised Board of Education Bylaw 0130 – Functions. All ayes. Motion carried unanimously.

H. Adoption (Second Reading) of Revised Board of Education Policy 1213 – Student Supervision and Welfare

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the adoption (second reading) of revised Board of Education Policy 1213 – Administration; Student Supervision and Welfare. All ayes. Motion carried unanimously.

I. WASB Report

Mr. Burg reported on the Wisconsin Association of School Board’s Convention held in January, 2016. He reported that all resolutions passed with the exception of the prevailing wage resolution. He recommends all school board members to attend at least one day of the convention in the future.

J. Resolution for the Approval of the Wisconsin Economic Development Corporation Fab Labs Grant

Moved by Mr. Burg, seconded by Mr. Mancl to adopt a Resolution for the approval to submit the WEDC Fab Lab Grant in support of the Red Raider Manufacturing initiative. All ayes. Motion carried unanimously.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Diplomas

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Martin to award diplomas to students from North and South High Schools and from IDEAS Academy who are members of the class of 2016 and who have met district requirements for early graduation. All ayes. Motion carried unanimously.

	<u>Male</u>	<u>Female</u>	<u>Total</u>
North High School	7	6	13
South High School	1	3	4
IDEAS Academy	0	1	1

Total 8 10 18

2. Diplomas

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Tuszynski to award high school diplomas to Jose Resendez and Brandon Hallwachs, Central High School class of 2014. All ayes. Motion carried unanimously.

3. Introduction of New Course

Moved by Ms. Pothast, seconded by Mr. Mancl to approve the introduction of Blended Physical Education (North and South) courses for the 2016-2017 school year. All ayes. Motion carried unanimously.

Ms. Pothast reviewed previous committee discussion and Ms. Martin raised a series of questions such as if this class reduces the number of sections and Mr. Harvatine noted it could as classes are capped. She also asked who makes the decision as to who takes the class and Ms. Pothast noted that the school counselors would be working with the students to determine whether the class is the best choice for them based on their academics or the rigor of the course. Ms. Martin also noted she did not see the physical activity component of the course and Mr. Harvatine responded that the course is designed for students to design a personal fitness plan and track it by using the fitbit and that students' need to reach that physical fitness plan and then do an assessment.

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Tuszynski to approve the introduction of Blended Physical Education (North and South) course for the 2016-2017 school year. All ayes. Motion carried unanimously.

Mr. Harvatine provided an overview of what was previously presented to the Curriculum & Instruction Committee at its December 8, 2015 meeting. The class is for students who wish to complete their junior/senior level physical education requirement outside of the school day. Mr. Harvatine noted the class does not prevent parameters where students need to meet specific criteria so it is open to everyone and may even be a good class for special education students.

4. Regular and Special Education Enrollment Caps

From the committee meeting:

Mr. Harvatine reported that as a result of Act 55, the Board of Education is required to take action prior to February 1, 2016 to designate the number of regular education and special education spaces available for the next school year. If the Board does not intend to deny applicants due to space, it may make that determination and document it in the January Board minutes. Mr. Konrath added that this would mean the District would have no caps. He further explained that in the past, the District could deny special education either because the service costs were too much or the District did not provide the service. That is no longer the case and the \$12,000 will follow the student no matter what. Mr. Nebel will be completing the projections for the January 26, 2016 meeting and noted that the District has never denied students based on cost as we usually have programs that meet their needs. Mr. Nebel noted that we service many of our own kids already and bringing more in could certainly jeopardize our current programs and services. Dr. Sheehan added that this essentially will mean that the District may have to turn other students away. Some districts are closing their enrollment because if you allow one student in and you have a cost of \$80,000 the District assumes that cost and then you have to be open to everyone. The District also will no longer be billing other schools for their costs - rather it will now come directly off aid received. Mr. Mancl commented that this law is a real quandary since the SASD is the District of choice. If the District does not put the caps on then other programs/staffing, etc. will need to be looked at to possibly cut in order to be able to provide the services at high costs. Dr. Sheehan noted that the District will continue to serve the students it has always been serving. Mr. Harvatine noted that this item will be brought to the Regular Board of Education meeting on January 26, 2016 for action.

5. District Bullying Data (2014-Present)

From the committee meeting:

Mr. Harvatine provided an overview of the Report on Student Bullying Data and reported there were 129 instances in the District of reported bullying. He noted concern at the high school level and that the reporting was not clear and did not account for the type of bullying. The classroom was the highest area of occurrences or incidences. That

may be due to the fact that students spend the majority of their time in the classroom setting. Mr. Harvatine added that often times if we do not define what bullying is, students are not sure what we really mean by bullying behavior. The percentages of students who responded if they were ever bullied on school property reduced middle to high school. The middle schools are involved in a two-year grant on bullying and are working to determine what an appropriate curriculum is and how to raise awareness. Ms. Martin commented that she was satisfied with the recommendations to clarify reporting protocols, collaborative work with Lisa Finney's Youth Risk Behavior Survey group and the PBIS Leadership Team, and the middle school bullying grant findings which will help to implement the suggested curriculum materials with students. She asked about the specific training and how it impacts or focuses on bullying and Mr. Harvatine responded that the training highlights how staff is making their classrooms a welcoming safe environment. Ms. Pothast asked the committee when they would prefer to receive this information in the future and the consensus was to receive it in June of every year. Ms. Tuszynski noted she would like the word "incidence" changed to "reported" in the official report. She would also like to review what is being self-reported versus staff reported.

B. HUMAN RESOURCES COMMITTEE

Moved by Ms. Reinthaler, seconded by Mr. Mancl to approve the Human Resource Committee's recommendation to approve agenda items #1, and #3. All ayes. Motion carried unanimously.

Moved by Ms. Reinthaler, seconded by Mr. Mancl to approve the Human Resource Committee's recommendation to approve agenda items #4 - #19. All ayes. Motion carried unanimously.

1. Appointments

From the committee meeting:

Moved by Mr. Mancl, seconded by Dr. Hein to confirm the following appointments. All ayes. Motion carried unanimously.

TEACHERS

Heidi Brown	Third Grade	UW-Oshkosh	Bachelor's Degree
Sheboygan, WI	Jefferson	No experience	\$24,042.56 (prorated)

Ms. Brown has been hired for the 2015-2016 school year as a Third Grade Teacher at Jefferson Elementary School. She received her degree from the University of Wisconsin-Oshkosh in June 2015. She is certified in Regular Education, birth-age 11. She was one of two candidates interviewed.

Rachel Csonka	Deaf and Hard/Hearing	Bowling Green State	Bachelor's Degree
Milwaukee, WI	District-Wide	No experience	\$19,212.83 (prorated)

Ms. Csonka has been hired for the 2015-2016 school year as a District-Wide Teacher for the Deaf and Hard of Hearing. She received her degree from Bowling Green State University in May 2010. She is provisionally certified as a teacher for the Deaf and Hard of Hearing. She also has an Educational Interpreter License. She was one of two candidates interviewed.

Allison White	Cross Categorical	UW-Madison	Bachelor's Degree
Sheboygan, WI	Farnsworth	No experience	\$18,297.88 (prorated)

Ms. White has been hired for the 2015-2016 school year as a Cross Categorical Teacher at Farnsworth Middle School. She received her degree from the University of Wisconsin-Madison in December 2015. She is certified in Language Arts, ages 6-13. She is provisionally certified in Cross Categorical Education, ages 6-13. She was one of three candidates interviewed.

SUBSTITUTE TEACHERS

Andrew Gierke	Technology Education, grades 6-12
Joshua Gross	Degreed, Non-Certified Substitute
Steven Hodges	Retired SASD Occupational Therapist

SUBSTITUTE EDUCATIONAL ASSISTANTS

Amber Cody
 Donna Pragatz (also Substitute Secretary)
 Emily Thorpe

SUBSTITUTE SECRETARIES

Dana Mueller
 Donna Pragatz (also Substitute Educational Assistant)
 Jane Watry Retired SASD Secretary

SUBSTITUTE FOOD SERVERS

Amber Cody	School Nutrition	December 1, 2015	\$10.50 per hour
Angela Keplinger	Lincoln-Erdman	December 21, 2015	\$10.50 per hour

STUDENT FOOD SERVER

Emily Earls	School Nutrition	December 9, 2015	\$7.25 per hour
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SUBSTITUTE NOON HOUR SUPERVISOR

Jennifer Bradley	Pigeon River	December 4, 2015	\$7.47 per hour
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NOON SUPERVISORS

Alicia Earls	Pigeon River	October 7, 2015	\$7.47 per hour
Kaurie Mihm	Cleveland	December 1, 2015	\$7.47 per hour
Katherine Perkwitz	Wilson	December 22, 2015	\$7.47 per hour
Kimberly Rowley	Wilson	January 4, 2016	\$7.47 per hour

EDUCATIONAL ASSISTANTS

Laurin Davis	E.L.C.	January 4, 2016	\$11.50 per hour
Ralph Dekker	North High	December 14, 2015	\$11.50 per hour
Kathleen McHugh	Jackson	December 7, 2015	\$11.50 per hour
Jennifer Reinhart	Farnsworth	December 7, 2015	\$14.22 per hour

EXTRA PAY FOR EXTRA SERVICE (COACH/ADVISORS)

South High

Nathan DePagter	External Candidate	Varsity Girls' Track	\$3,771
Brian Sommersberger	Wilson	Drumline Advisor	\$643.34 (remaining 2/3 of season)

RECREATION DEPARTMENT

Name	Department/Program	Effective	Rate per hour
Bozirowski, Nathan**	Rec Dept/Basketball	12/3/2015	\$13.00
Brooks, Ethan*	Rec Dept/Basketball	12/3/2015	\$8.75
Schmitz, Tanner**	Rec Dept/Basketball	12/3/2015	\$13.00

*Relative of SASD employee

**Not a SASD employee

2. Resignations

From the committee meeting:

The following resignations have been granted:

Jann Blanchard	Substitute Teacher	N/A	December 31, 2015
Kellie Broghammer	Educational Assistant	E.L.C.	January 14, 2016
Nicole Dahmer	Sub. Educ. Assistant	N/A	December 15, 2015
Wayne Featherston	Substitute Teacher	N/A	December 21, 2015
Jordan Justus	Coach	South High	November 24, 2015
Timothy Lutze	Custodian	North High	April 29, 2016

John Masse	Coach	Recreation Dept.	December 1, 2015
Betsy Miller	Sub. Educ. Assistant	N/A	December 15, 2015
Pasha Molitor	Lifeguard	South High	December 1, 2015
Marissa Murphy	Substitute Teacher	N/A	December 1, 2015
Matthew Ohm	Custodian	Longfellow	December 17, 2015
Matthew Reimer	Coach	Recreation Dept.	December 1, 2015
Alexander Reimer	Coach	Recreation Dept.	December 1, 2015
Lisa Robson	Coach	Recreation Dept.	December 1, 2015
Jenna Schodron	Therapy Assistant	Madison	December 17, 2015
Sara Schrank	Coach	Recreation Dept.	December 1, 2015
Brian Schwaller	Coach	Recreation Dept.	December 1, 2015
Kelsey Votis	Substitute Teacher	N/A	December 1, 2015
Kathleen Evenson	Teacher	E.S.A.A.	January 20, 2016

3. Retirements

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Samet to grant the following request to retire and the employee be recognized for her years of service per board policy. All ayes. Motion Carried unanimously.

Barbara Strauss	Teacher	Lincoln-Erdman	17.93 years of service
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4. Introduction (First Reading) of Revised Board of Education Policy 3430.01 – Family & Medical Leave of Absence (FMLA)

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 3430.01 – Professional Staff; Family and Medical Leave of Absence (FMLA). All ayes. Motion carried unanimously.

5. Introduction (First Reading) of Revised Board of Education Policy 4430.01 – Family & Medical Leave of Absence (FMLA)

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 4430.01 – Support Staff; Family and Medical Leave of Absence (FMLA). All ayes. Motion carried unanimously.

6. Introduction (First Reading) of Revised Board of Education Policy 3120.08 – Employment of Personnel for Co-Curricular/Extra-Curricular Activities

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 3120.08 – Professional Staff; Employment of Personnel for Co-Curricular/Extra-Curricular Activities. All ayes. Motion carried unanimously.

7. Introduction (First Reading) of Revised Board of Education Policy 3431 – Employee Leaves

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 3431 – Professional Staff; Employee Leaves. All ayes. Motion carried unanimously.

8. Introduction (First Reading) of Revised Board of Education Policy 4431 – Employee Leaves

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 4431 – Support Staff; Employee Leaves. All ayes. Motion carried unanimously.

9. Introduction (First Reading) of Revised Board of Education Policy 4124 – Employment Contract

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 4124 – Support Staff; Employment Contract. All ayes. Motion carried unanimously.

10. Introduction (First Reading) of Revised Board of Education Policy 3430 – Leaves of Absence

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 3430 – Professional Staff; Leaves of Absence. All ayes. Motion carried unanimously.

11. Introduction (First Reading) of Revised Board of Education Policy 4430 – Leaves of Absence

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 4430 – Support Staff; Leaves of Absence. All ayes. Motion carried unanimously.

12. Introduction (First Reading) of Revised Board of Education Policy 1630.01 – Family & Medical Leave of Absence (FMLA)

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 1630.01 – Administration; Family and Medical Leave of Absence (FMLA). All ayes. Motion carried unanimously.

13. Introduction (First Reading) of New Board of Education Policy 4230 – Conflict of Interest

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of new Board of Education Policy 4230 – Support Staff; Conflict of Interest. All ayes. Motion carried unanimously.

14. Introduction (First Reading) of New Board of Education Policy 3281 – Personal Property of Staff Members

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of new Board of Education Policy 3281 – Professional Staff; Personal Property of Staff Members. All ayes. Motion carried unanimously.

15. Introduction (First Reading) of New Board of Education Policy 4281 – Personal Property of Staff Members

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of new Board of Education Policy 4281 – Support Staff; Personal Property of Staff Members. All ayes. Motion carried unanimously.

16. Introduction (First Reading) of New Board of Education Policy 3230 – Conflict of Interest

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of new Board of Education Policy 3230 – Professional Staff; Conflict of Interest. All ayes. Motion carried unanimously.

17. Introduction (First Reading) of New Board of Education Policy 8120 – Volunteers

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) of new Board of Education Policy 8120 – Operations; Volunteers. All ayes. Motion carried unanimously.

18. Introduction (First Reading) to Delete Board of Education Policy 3120.09 – Volunteers

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) to delete Board of Education Policy 3120.09 – Professional Staff; Volunteers. All ayes. Motion carried unanimously.

19. Introduction (First Reading) to Delete Board of Education Policy 4120.09 – Volunteers

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve the introduction (first reading) to delete Board of Education Policy 4120.09 – Support Staff; Volunteers. All ayes. Motion carried unanimously.

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. North and South High Schools Red Raider Manufacturing Addition

Mr. Samet raised question about the North High School entrance #3 and to consider it when the additions are being done. Mr. Albright noted that entrance is being looked at as part of the referendum as a safety concern. Mr. Mancl commented that he does not want the school board to be picking apart every project on the capital project list.

From the committee meeting:

Mr. Albright provided an update on the progress of North and South High School’s Red Raider Manufacturing projects. Both projects are expected to be completed in mid-August with all equipment installed. Mr. Burg raised a concern about the North High School exit and Mr. Albright noted that it will be addressed but they are still in the construction phase.

2. Active Net Transition and Training

From the committee meeting:

Mr. Koehler talked about the improvements the Recreation Department has made in the area of technology and they are currently using the ACTIVE Network. ACTIVE Net is recreation management software designed to help save time and money and has the tools to boost participation by managing registrations, reservations, memberships, etc. A transaction based fee system is used which will cost the Recreation Department approximately \$30,000 per year. Their launch date is March 1, 2016.

3. Fitness/Aquatics/Summer Adventures Program

From the committee meeting:

Ms. Davis presented an update on the status of the fitness/aquatic summer adventure program. She reviewed the survey and noted that there are some suggestions on how they can improve in certain areas. She also provided handouts of the five-year equipment replacement plan as well as the 2016 Summer Adventures schedule.

4. Sheboygan Theatre Company’s Financial Report

Moved by Mr. Burg, seconded by Ms. Pothast to approve the Facilities/Recreation/Theatre Committee’s recommendation to accept the Sheboygan Theatre Company’s financial report for the period of November 1-30, 2015. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Tuszynski, seconded by Ms. Pothast to accept the Sheboygan Theatre Company’s financial report for the period of November 1-30, 2015. All ayes. Motion carried unanimously.

Mr. Koehler reported that many of the numbers on the report will straighten themselves out as some costs have been paid for and donations have also been received which are not reflected in the report. Ms. Tuszynski commented that the summary is difficult to read and would like to see the financial report done differently. She would like to be able to compare current numbers and the report does not provide the ability to do that. Mr. Boehlke commented that the

report could show year-to-date income and expense which then can be compared to the previous year. The report will be revised for the February Facilities/Recreation/Theatre Committee.

5. Facility Permit Report

From the committee meeting:

The administration presented the Facility Permit Report for the period of December 1-31, 2015 for information.

D. FINANCE & BUDGET COMMITTEE

Moved by Mr. Samet, seconded by Dr. Hein to approve the Finance & Budget Committee’s recommendation to approve agenda items #1 and #2. All ayes. Motion carried unanimously.

Moved by Mr. Samet, seconded by Dr. Hein to approve the Finance & Budget Committee’s recommendation to approve agenda items #7 and #8. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Mr. Burg, seconded by Ms. Reinthaler to approve Fund 41 Capital Projects fund for audit. All ayes. Motion carried unanimously.

	Capital Projects Appropriation	Interest Earned To Date	Expenses To Date	Under Appropriation
A. CAP IMPROV PRIOR YEARS	3,401,675.89		2,694,705.22	706,970.67
B. CAPITAL IMPROVEMENTS 2015-16				
a. Asbestos	20,000.00		0.00	20,000.00
b. Athletic Fields	115,000.00		0.00	115,000.00
c. Auditoriums	30,000.00		0.00	30,000.00
d. Blacktop	40,000.00		0.00	40,000.00
e. Bleachers	12,000.00		0.00	12,000.00
f. Door Hardware	25,000.00		0.00	25,000.00
g. Electrical	10,000.00		0.00	10,000.00
h. Facilities Upgrades	215,000.00		0.00	215,000.00
i. HVAC	75,000.00		0.00	75,000.00
j. Playgrounds	40,000.00		0.00	40,000.00
k. Plumbing	15,000.00		0.00	15,000.00
l. Roofs	425,000.00		0.00	425,000.00
m. Service Systems	30,000.00		0.00	30,000.00
	<u>1,052,000.00</u>		<u>0.00</u>	<u>1,052,000.00</u>
Total Fund 41	4,453,675.89	92,434.24	2,694,705.22	1,851,404.91

2. Statement of Cash Flow

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Mr. Burg to approve the November 2015 Statement of Cash Flow as presented. All ayes. Motion carried unanimously.

3. Budget Revisions & Transfers of Appropriations

From the committee meeting:

Mr. Boehlke stated this item will be have to be brought back to the committee next month as it requires action for approval and this item is marked as information.

GENERAL FUND (FUND 10)	Adopted Budget 2015-16	Revised Budget 11/30/15	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	0.00	0.00	0.00
Local Sources			
210 Taxes	31,812,543.00	31,812,543.00	0.00
260 Non-Capital Sales	270,775.00	270,775.00	0.00
270 School Activity Income	86,640.00	86,640.00	0.00
280 Interest on Investments	40,800.00	40,800.00	0.00
290 Other Revenue, Local Sources	290,701.00	408,285.50	117,584.50
Subtotal Local Sources	32,501,459.00	32,619,043.50	117,584.50
Other School Districts Within Wisconsin			
340 Payments for Services	1,929,481.00	1,929,481.00	0.00
State Sources			
610 State Aid -- Categorical	2,278,850.00	2,278,850.00	0.00
620 State Aid -- General	71,515,351.00	71,916,266.00	400,915.00
630 DPI Special Project Grants	0.00	200.00	200.00
640 Payments for Services	75,000.00	75,000.00	0.00
650 Student Achievement Guarantee in Education	1,778,963.00	1,778,963.00	0.00
660 Other State Revenue Through Local Units	20,000.00	20,000.00	0.00
690 Other Revenue	268,235.00	268,235.00	0.00
Subtotal State Sources	75,936,399.00	76,337,514.00	401,115.00
Federal Sources			
710 Transit of Aids	88,008.00	88,008.00	0.00
730 DPI Special Project Grants	1,044,943.00	1,101,906.00	56,963.00
750 IASA Grants	2,243,968.00	2,257,968.00	14,000.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	171,394.00	171,394.00	0.00
Subtotal Federal Sources	3,548,313.00	3,619,276.00	70,963.00
Other Financing Sources			
860 Compensation, Fixed Assets	0.00	0.00	0.00
Other Revenues			
960 Adjustments	0.00	14,447.37	14,447.37
970 Refund of Disbursement	150,100.00	150,100.00	0.00
990 Miscellaneous	241,000.00	241,000.00	0.00
Subtotal Other Revenues	391,100.00	405,547.37	14,447.37
TOTAL REVENUES	114,306,752.00	114,910,861.87	604,109.87

Moved by Mr. Samet, seconded by Dr. Hein to approve the Finance & Budget Committee’s recommendation to approve submitting a grant application for the DPI/USDA Equipment Grant in the amount of \$5,000 - \$26,000. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Mr. Burg to approve submitting a grant application for the DPI/USDA Equipment Grant in the amount of \$5,000 - \$26,000.00. All ayes. Motion carried unanimously.

6. Alumni Relations and Development

From the committee meeting:

Mr. Samet stated this item is on the agenda as he would like the Board to discuss it further and give administration permission to explore options in the future as a way of generating revenue sources. Both Mr. Gallianetti and Ms. Reinthaler agreed this should be explored further; however, this is not the time as the district may possibly go to referendum. Mr. Gallianetti suggested this topic should be a part of June Planning at which time the Board can have an expanded discussion regarding this topic. There was further discussion and the committee members were in agreement that this topic should be placed on the June Planning Agenda.

7. Tabulation of Bids – Walk-In Freezer; Horace Mann Middle School

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Dr. Hein to authorize administration to purchase a ThermalRite walk-in freezer for Horace Mann Middle School in the amount of \$19,651.37, including shelving and installation from Fein Brothers. All ayes. Motion carried unanimously.

<u>BIDDER</u>	<u>BID AMOUNT</u>
Commercial Appliance, LTD.	\$21,320.00
Fein Brothers	\$19,651.37
Streich Equipment Co., Inc.	\$26,250.00

8. Tabulation of Bids – Walk-In Freezer; South High School

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Mr. Burg to authorize administration to purchase a ThermalRite walk-in freezer/cooler for South High School in the amount of \$66,116.90, including shelving and installation from Fein Brothers. All ayes. Motion carried unanimously.

Mr. Boehlke noted the bid amount below for Fein Brothers of \$166,116.90 is listed incorrectly and should be \$66,116.90. Mr. Boehlke added the bid from Commercial Appliance, Ltd. is less because it does not include shelving or installation.

<u>BIDDER</u>	<u>BID AMOUNT</u>
Commercial Appliance, LTD. (no shelving or installation)	\$60,009.00
Fein Brothers	\$166,116.90
Streich Equipment Co., Inc.	\$69,830.00

9. Gifts

Moved by Mr. Samet, seconded by Ms. Tuszynski to approve the Finance & Budget Committee’s recommendation to accept all gifts, approving those \$2500 and greater. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to accept all gifts, approving those \$2500 and greater. All ayes. Motion carried unanimously.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	Sargento Foods, Inc.	Foster Grandparent Program	273.00

(Sargento Employee Match & United Way Employee Donations)

Monetary	Girl Scout Troop #8375	Lincoln-Erdman	406.96
Monetary	Culvers	Lincoln-Erdman	380.00
Storage Rental/12mths	Jack/Michelle Voss	Central High	1200.00
Monetary for Chess Shirts	Sheboygan Pediatric Assoc.	Lincoln-Erdman	214.80
Various gifts for Holiday Shop	Allison Markus	Grant	200.00
Monetary	Pigeon-River PTO	Foster Grandparent Program	150.00
Monetary	Grant PTO	Foster Grandparent Program	300.00
Monetary	Sheboygan Service Foundation	Foster Grandparent Program	500.00
Monetary	Lincoln-Erdman	Foster Grandparent Program	300.00
Flute	Tami Stauss	Urban	325.00
Monetary & Hygiene Prod.	Bethany Church Congregation	South	59.00
Monetary	Salon Nouvelle	E.S.A.A./Mosaic/IDEAS	360.00
25 Bags of Coffee	Colectivo Coffee	E.S.A.A./Mosaic/IDEAS	300.00
Monetary	Wisconsin Bank & Trust	E.S.A.A./Mosaic/IDEAS	250.00
Monetary	Black Pig	E.S.A.A./Mosaic/IDEAS	360.00
Monetary	Habush Habush & Rottier	E.S.A.A./Mosaic/IDEAS	200.00
Monetary	Huber Creative	E.S.A.A./Mosaic/IDEAS	860.00
Monetary	8 th Street Ale House	E.S.A.A./Mosaic/IDEAS	860.00
Monetary	EOS Surf/Rev Boardshop	E.S.A.A./Mosaic/IDEAS	860.00
Monetary	Larson Eye Care	E.S.A.A./Mosaic/IDEAS	360.00
Monetary	Wigwam Mills	E.S.A.A./Mosaic/IDEAS	360.00
Monetary	Debbie/Steve Girardi	E.S.A.A./Mosaic/IDEAS	360.00
Monetary	BMO Harris Bank	E.S.A.A./Mosaic/IDEAS	360.00
Monetary	Two Fish Gallery	E.S.A.A./Mosaic/IDEAS	860.00
Monetary	Dynamic	E.S.A.A./Mosaic/IDEAS	150.00
Monetary	Bemis	E.S.A.A./Mosaic/IDEAS	100.00
Monetary	Miller Engineers & Scientists	E.S.A.A./Mosaic/IDEAS	100.00
Monetary	The Sign Shop of Sheboygan	E.S.A.A./Mosaic/IDEAS	50.00
Winter Apparel	St. Nicholas Hospital	S & I Dept/McKinney-Vento	200.00
Winter Apparel	St. Andrew Lutheran Church	S & I Dept/McKinney-Vento	150.00
Winter Apparel	Sheb Surgical Center Sunshine Club	S & I Dept/McKinney-Vento	150.00
Monetary	Konrad/Mary Jo Testwuide Fdtn Inc.	Red Raider Mfg Tech Centers	1,000.00
<i>For Action</i>			
Monetary	Joseph/Evelyn Richardson Fdtn, Inc.	James Madison Special Needs	4,000.00
Monetary	Black Spring Foundation	Connect 4 Success Program	17,510.00
Monetary	Sheboygan County EDC	Red Raider Mfg Tech Centers	25,000.00
Monetary	Sheboygan Chevrolet Chrysler	Red Raider Mfg Tech Centers	40,000.00
Monetary	Lakeside Bottling Company	Red Raider Mfg Tech Centers	50,000.00
Monetary	Dulmes Décor, Inc.	Red Raider Mfg Tech Centers	2,500.00
Monetary	BMO Harris Bank	Red Raider Mfg Tech Centers	2,500.00
Monetary	Sheboygan Paper Box Company	Red Raider Mfg Tech Centers	2,500.00

E. COMMITTEE OF THE WHOLE

1. Long-Range (5-Year) Plan Update – Goal 1, Objective 1, Activity 4

From the committee meeting:

Administration and staff from Jackson Elementary School, Jefferson Elementary School and North High School provided an update on instructional rounds for the 2015-16 school year. Mr. Harvatine highlighted that the instructional rounds provides an opportunity for colleagues to share their expertise and is a means for teachers to observe, reflect and discuss and to help with collegiality by going in and out of classrooms. Mr. Harvatine further noted, that all three of the buildings that presented have different approaches to the instructional rounds; however, the dialogue shows the wealth of knowledge within the Sheboygan Area School District which consists more of not just talking, but seeing and implementing to see changes both as team and building goals to support that growth to meet the goal of their building.

2. Long-Range (5-Year) Plan Update – Goal 3, Objective 3, Activity 2

From the committee meeting:

Administration and staff from Lincoln-Erdman Elementary, North High, Jefferson Elementary and Cooper Elementary Schools provided an update on the Teacher Development Institute for the 2015-16 school year. Mr. Harvatine noted the district changed the teacher pay/salary structure which is no longer based on a Bachelor and Master's structure and the Board had approved creating an in-district series of workshops by partnering with Lakeland College to develop. Mr. Harvatine noted this consists of five graduate level classes. The first cohort will be taking all five classes for two periods of time. An understanding has been made between SASD and Lakeland College in which teachers will be charged \$100 per credit (\$300 per course). Upon completion of the five courses, if staff decides to continue on to pursue their Master's degree, Lakeland College will offer them a break on the tuition cost. After teachers have completed the five cohorts they will receive an extra bump of one step. Mr. Mancl asked when the second cohort starts and Mr. Harvatine responded in the fall and will be taught at South High School. The goal for the plan is to use a mix of instructors and teachers to make the courses real and pertinent.

3. WASB Proposed Resolutions

From the committee meeting:

Mr. Burg provided an overview of the WASB proposed resolutions and explained the process of the WASB Policy and Resolutions Committee where they decide if a resolution is relevant, new, or something the committee feels the board should take a stand on. He further noted that if any of the Board members have strong opinions regarding any of the 2016 Resolutions to bring it to his attention or Ms. Reinthaler's attention. There was discussion and clarification on Resolution 16-02.

4. Fabrication Laboratories (Fab Labs) Grant Program

From the committee meeting:

Moved by Ms. Tuszynski, seconded by Mr. Mancl to approve submitting a grant application for the Fabrication Laboratories (Fab Labs) grant program up to the amount of \$25,000 for 2 years. All ayes. Motion carried unanimously.

5. Moved by Dr. Hein, seconded by Mr. Burg to adjourn to Closed Session at 8:32 p.m. per Wisconsin State Statutes Sec. 19.85(1)(g) – To confer with legal counsel regarding pending litigation (Denk v. SASD). A roll call vote was taken and motion carried unanimously. (Hein, Samet, Tuszynski, Mancl, Reinthaler, Gallianetti, Pothast, Burg, Martin)

6. Moved by Dr. Hein, seconded by Mr. Mancl to reconvene to Open Session at 10:03 p.m. All ayes. Motion carried unanimously.

7. Moved by Dr. Hein, seconded by Ms. Martin to adjourn at 10:04 p.m.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Breakfast – Mr. Samet provided an update on the discussions that occurred during Legislative Breakfast on January 18, 2016 which included Wisconsin Act 55.
2. Human Growth and Development – Mr. Samet provided an overview of the December 7, 2015 and January 4, 2016 meetings.
3. Sheboygan Public Education Foundation – Ms. Pothast provided an update on the Sheboygan Public Education Foundation meeting.

FUTURE MEETING DATES

February 9, 2016 Committee meetings begin at 6:00 p.m. and February 23, 2016 Regular Board of Education meeting beginning at 6:00 p.m.

ADJOURN

Moved by Mr. Burg, seconded by Mr. Mancl to adjourn to Closed Session at 8:28 p.m. per Wisconsin State Statutes 19.85 (1)(c)(f) – To consider and take possible action regarding employment, promotion, or compensation of any

public employee over which the Board of Education has jurisdiction or exercises responsibility which shall include consideration of administration recommendations regarding the renewal, or non-renewal of an employment contract under Section 118.24 of the Wisconsin Statutes for professional instructional staff members for the 2017-2018 school year; To consider and take possible action regarding the annual performance evaluation of the Superintendent and the extension and/or renewal of the contract in accordance with Policy 1240. A roll call vote was taken and motion carried unanimously. (Hein, Samet, Tuszynski, Mancl, Reinthaler, Gallianetti, Pothast, Burg, Martin)

Moved by Mr. Burg, seconded by Ms. Martin to reconvene to Open Session at 9:55 p.m. All ayes. Motion carried unanimously.

Moved by Mr. Burg, seconded by Ms. Martin to approve administration's recommendation of a two-year administrative contract extension to the 2017-2018 school year. All ayes. Motion carried unanimously.

Moved by Ms. Reinthaler, seconded by Dr. Hein to adjourn at 9:56 p.m. All ayes. Motion carried unanimously.



Joseph M. Sheehan, Ph.D.
Secretary and Superintendent

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