

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

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, February 23, 2016**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 23rd day of February at 6:00 p.m. in the North High School Commons, 1042 School Avenue, Sheboygan, WI. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

Vice President Reinthaler called the meeting to order at 6:01 p.m.

Present: Dr. Susan Hein, Ms. Barbara Tuszynski, Mr. Larry Samet, Mr. Mark Mancl, Ms. Marcia Reinthaler, Ms. Jennifer Pothast, Ms. Mary Beth Martin, Mr. Ryan Burg

Excused: David Gallianetti

Vice President Reinthaler requested that everyone stand and join her in the Pledge of Allegiance.

Moved by Mr. Burg, seconded by Ms. Martin to approve the agenda. All ayes. Motion carried unanimously.

APPROVAL OF MINUTES

Moved by Dr. Hein, seconded by Ms. Pothast to approve the minutes of the Regular Board of Education meeting of January 26, 2016, Closed Session Meeting of January 26, 2016 and Closed Session of February 9, 2016. All ayes. Motion carried unanimously.

RECOGNITIONS

North High School students were recognized as the 2016 Wisconsin State WACPC Jam Dance Hip Hop Division 1 Champions and as the 2016 Wisconsin State WACPC Varsity Hip Hop Division 1 Champions.

DIPLOMA

Moved by Ms. Pothast, seconded by Ms. Tuszynski to approve the Curriculum & Instruction Committee's recommendation to award a high school diploma to Amanda Crossley, North High School class of 2015. All ayes. Motion carried unanimously.

STUDENT REPRESENTATIVES

Mr. Ricardo Cruz, Central High School student representative spoke about the importance of Central High School as a charter school and shared advantages of being a student at Central. Ms. Michelle Koch, IDEAS Academy student representative spoke about current projects they are working on including some of the local companies who are assisting them. She commented that students want the school board to know how seriously they take their classes. Mr. Alexander Nestler-Johnson, George D. Warriner High School student representative spoke about what the typical day for a Warriner student is and some of the testing they are preparing for.

COMMUNITY INPUT

A number of students and parents spoke regarding the re-authorization of five year contracts for charter schools and encouraged the school board to support the renewal of the contracts. Mr. Marcos Guevara spoke with regards to his children and about the importance of choice but asked who is really choosing as he felt the parents are the ones who should choose what school their child will attend. He noted the contract shows commitment and security and he would like to have a long-term option for his children. Mr. Jamie Schramm, who serves on the Central High School Governing Board spoke on behalf of the students and

staff and noted their concern on the delay of the re-authorization. He explained that Central High School provides students with hope and a second chance. He also spoke about the many programs that are offered for college credits which allow the students to begin work right after graduation. Ms. Sherri Byrand talked about measuring students and what is really being measured. She asked the school board to look at all components and not just test scores. Ms. Maeve Quinn spoke about the cuts over the past few years as a result of ACT 10 and that more than 100 teachers have been let go even though the student population continues to grow. She talked about the voucher bill and the negative effect it will have on public education. She further commented that our local legislators Representative Terry Katsma and Representative Tyler Vorpagel both supported the bill. There is still time to contact Senator Devin LeMahieu. Ms. Quinn would like the school district and school board to educate our parents so they are aware what is happening to public education.

SUPERINTENDENT'S REPORT

Dr. Sheehan provided his report to the school board which included a number of collections and donations to the Martin/Maki children on behalf of several Sheboygan Area Schools. He noted that the outpouring of support has truly been inspiring and amazing.

MISCELLANEOUS

A. Charter School Re-Authorization

Moved by Mr. Burg, seconded by Mr. Mancl to approve administrations' recommendation of re-authorization for a term of five-years for charter school contracts for George D. Warriner Middle School, Central High School, Elementary School for the Arts and Academics (ESAA), Mosaic Middle School, and IDEAS Academy.

Dr. Sheehan commented that he and administration supported five-year contracts for all charter schools and that the Sheboygan Area School District is a District of choice. Ms. Martin commented that she supported the contracts and goals; however, she would like to receive a report by the Coordinator of Charter Schools on each charter school annually. Dr. Sheehan added that in the past annual updates were provided; however, due to time constraints they no longer continued to be added to the agenda. Ms. Tuszynski noted her role as a school board member is to represent the entire school district. She further commented that it is not uncommon for school board members to have much discussion on items that have a great deal of material to review. Because of the uncertainty with public education funding she had concerns regarding the length of the contracts. She spoke with Mr. Konrath who explained that charter schools assist the district and are not a larger cost. Mr. Samet noted that when they discuss charter schools what was envisioned has happened and has exceeded the school boards' expectations. He does not want to evaluate on one set of criteria – rather look at the whole picture. He also does not want to discount the importance of testing but does not want it to be the primary factor. Ms. Pothast commented that the intent of the school board is to bring a skill set to support our schools. Mr. Mancl thanked everyone for attending and also thanked administration for providing the information he needed to make the decision much easier to approve the charter school contracts. Ms. Reinthaler read a statement prepared by President Gallianetti and also thanked everyone for attending the meeting and noted that one of the guiding principles of the school board is to be a District of choice and charter schools are a part of that. The school board is very engaged and is concerned about what is happening to every child in the District.

B. School Perception Survey

Dr. Sheehan provided the draft survey and noted that if school board members have suggested changes to the draft they should submit them to his office by Friday, February 26, 2016. On March 8, 2016, Bill Foster with School Perceptions will present the final draft of the survey. Ms. Tuszynski noted that she was surprised that this was a seven-page survey. She is not convinced it is the correct tool to be using to get a response from the taxpayers. Mr. Samet noted that the idea of the referendum should be front and center. Mr. Mancl noted that if the District is not going to use this tool, then the school board should just decide whether they are going to go to a referendum. Dr. Sheehan commented that he would rely on Mr. Foster's expertise in this area.

C. Adoption (Second Reading) to Delete Board of Education Policy 3522 – Naming School District Facilities and Programs

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

D. Adoption (Second Reading) of Revised Board of Education Policy 7250 – Commemoration of School Facilities

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

E. Adoption (Second Reading) of Revised Board of Education Policy 3430.01 – Family and Medical Leave of Absence (FMLA)

Moved by Ms. Tuszynski, seconded by Mr. Mancl to approve the adoption (second reading) of revised Board of Education Policy 3430.01 – Professional Staff; Family and Medical Leave of Absence (FMLA). All ayes. Motion carried unanimously.

F. Adoption (Second Reading) of Revised Board of Education Policy 4430.01 – Family and Medical Leave of Absence (FMLA)

Moved by Ms. Tuszynski, seconded by Mr. Mancl to approve the adoption (second reading) of revised Board of Education Policy 4430.01 – Support Staff; Family and Medical Leave of Absence (FMLA). All ayes. Motion carried unanimously.

G. Adoption (Second Reading) of Revised Board of Education Policy 3120.08 – Employment of Personnel for Co-Curricular/Extra-Curricular Activities

Moved by Ms. Tuszynski, seconded by Ms. Pothast to approve the adoption (second 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.

H. Adoption (Second Reading) of Revised Board of Education Policy 3431 – Employee Leaves

Moved by Ms. Tuszynski, seconded by Mr. Mancl to approve the adoption (second reading) of revised Board of Education Policy 3431 – Professional Staff; Employee Leaves. All ayes. Motion carried unanimously.

I. Adoption (Second Reading) of Revised Board of Education Policy 4431 – Employee Leaves

Moved by Mr. Mancl, seconded by Ms. Tuszynski to approve the adoption (second reading) of revised Board of Education Policy 4431 – Support Staff; Employee Leaves. All ayes. Motion carried unanimously.

J. Adoption (Second Reading) of Revised Board of Education Policy 4124 – Employment Contract

Moved by Mr. Mancl, seconded by Ms. Martin to approve the adoption (second reading) of revised Board of Education Policy 4124 – Support Staff; Employment Contract. All ayes. Motion carried unanimously.

K. Adoption (Second Reading) of Revised Board of Education Policy 3430 – Leaves of Absence

Moved by Mr. Mancl, seconded by Ms. Martin to approve the adoption (second reading) of revised Board of Education Policy 3430 – Professional Staff; Leaves of Absence. All ayes. Motion carried unanimously.

L. Adoption (Second Reading) of Revised Board of Education Policy 4430 – Leaves of Absence

Moved by Mr. Mancl, seconded by Ms. Martin to approve the adoption (second reading) of revised Board of Education Policy 4430 – Support Staff; Leaves of Absence. All ayes. Motion carried unanimously.

M. Adoption (Second Reading) of Revised Board of Education Policy 1630.01 – Family and Medical Leave of Absence (FMLA)

Moved by Mr. Mancl, seconded by Mr. Burg to approve the adoption (second reading) of revised Board of Education Policy 1630.01 – Administration; Family and Medical Leave of Absence (FMLA). All ayes. Motion carried unanimously.

N. Adoption (Second Reading) of New Board of Education Policy 3230 – Conflict of Interest

Moved by Mr. Mancl, seconded by Mr. Burg to approve the adoption (second reading) of new Board of Education Policy 3230 – Professional Staff; Conflict of Interest. All ayes. Motion carried unanimously.

O. Adoption (Second Reading) of New Board of Education Policy 4230 – Conflict of Interest

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the adoption (second reading) of new Board of Education Policy 4230 – Support Staff; Conflict of Interest. All ayes. Motion carried unanimously.

P. Adoption (Second Reading) of New Board of Education Policy 3281 – Personal Property of Staff Members

Moved by Mr. Mancl, seconded by Ms. Martin to approve the adoption (second reading) of new Board of Education Policy 3281 – Professional Staff; Personal Property of Staff Members. All ayes. Motion carried unanimously.

Q. Adoption (Second Reading) of New Board of Education Policy 4281 – Personal Property of Staff Members

Moved by Mr. Mancl, seconded by Ms. Martin to approve the adoption (second reading) of new Board of Education Policy 4281 – Support Staff; Personal Property of Staff Members. All ayes. Motion carried unanimously.

R. Adoption (Second Reading) of New Board of Education Policy 8120 - Volunteers

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the adoption (second reading) of new Board of Education Policy 8120 – Operations; Volunteers. All ayes. Motion carried unanimously.

S. Adoption (Second Reading) to Delete Board of Education Policy 3120.09 - Volunteers

Moved by Mr. Burg, seconded by Ms. Pothast to approve the adoption (second reading) to delete Board of Education Policy 3120.09 – Professional Staff; Volunteers. All ayes. Motion carried unanimously.

T. Adoption (Second Reading) to Delete Board of Education Policy 4120.09 - Volunteers

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the adoption (second reading) to delete Board of Education Policy 4120.09 – Support Staff; Volunteers. All ayes. Motion carried unanimously.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Pothast, seconded by Mr. Mancl to approve the Curriculum & Instruction Committee's recommendation to approve agenda items #2 and #5. All ayes. Motion carried unanimously.

1. Diploma

From the committee meeting:

Moved by Ms. Tuszynski, seconded by Mr. Mancl to award a high school diploma to Amanda Crossley, North High School, class of 2015. All ayes. Motion carried unanimously.

2. Wisconsin State Career DECA Conference Fieldtrip

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Martin to approve North High School DECA students to travel to Lake Geneva, WI March 7-10, 2016 to compete against the best in the State in events, attend workshops and meetings per Board of Education Policy 2340. All ayes. Motion carried unanimously.

3. 2016-2017 Enrollment Projections

From the committee meeting:

Mr. Konrath provided an update on the District projections for the 2016-2017 school year and provided the committee with the background and purpose of enrollment projections. Key areas in the projections are the 3K and 4K numbers. They are difficult to predict so the projections are based on a five-year average which has exceeded the average. Kindergarten numbers are verified at each building, and staff is currently contacting families to confirm their enrollment intentions. Intra-District transfers which close on February 15, 2016 and open enrollment which closes on April 30, 2016 will continue to alter individual school projections and is better understood and

projected in mid to late March. Mr. Konrath noted that overall the projections show enrollment being stable with a net loss of six students. Based on the second Friday report the District is down 44 students, although that also is normal.

4. Badger/ACT Assessment Analysis

From the committee meeting:

Mr. Konrath reported on the 2014-2015 Statewide ACT and Badger results and noted that because the Department of Public Instruction (DPI) has not uploaded the data into Public Wisedash, which is the tool that allows for comparisons between other schools and districts there is not a lot that can be reported. He reported that in 2014-2015 the average ACT composite score in the District was 19.7 while the state average was 20. He explained that the Badger assessment was a one-time assessment and is being replaced with the Forward exam. The DPI went to this assessment because it was cheaper; however, it is costing districts more money because they have to purchase additional servers to be able to hold the data. Ms. Tuszynski asked whether there would be a consequence if we did not test our students and Mr. Konrath responded that the District could lose state funding.

5. Career and Technical Education Equivalency Credit

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Tuszynski to approve the Career and Technical Education (CTE) course Construction Trades (North and South High School) as qualifying for one Mathematics credit per Board of Education Policy 5460. All ayes. Motion carried unanimously.

Mr. Brahan provided a background on Act 63 which requires students to have three credits of Mathematics. Two of the credits must be taught by a certified Mathematics teacher and the third credit can be determined by the District. Mr. Grunewald talked about the four years he and Mr. Johannes have worked on making this happen and commented that it sends a positive message to students that math is all around them.

B. HUMAN RESOURCES COMMITTEE

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

1. Appointments

From the committee meeting:

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

ADMINISTRATOR

Kurt Lichtenwald	Psychologist	UW-Whitewater	Master's Degree
New Holstein, WI	S & I Services	26 years of service	\$32,331.78

Mr. Lichtenwald has been hired as a School Psychologist. He received his Master's degree from the University of Wisconsin-Whitewater in August, 1988. Mr. Lichtenwald is DPI certified as a School Psychologist, Pre-K-12. He comes to us with 29 years of experience. He was the only candidate interviewed.

TEACHER

Ray Rhoads	Music	Indiana Univ. of PA	Bachelor's Degree
Sheboygan, WI	Horace Mann	No experience	\$19,361.71 (prorated)

Mr. Rhoads has been hired for the 2015-2016 school year as a Music Teacher at Horace Mann Middle School. He received his degree from Indiana University of Pennsylvania in May 1999. He will be provisionally certified in music, grades 6 – 12. He was the only candidate.

SUBSTITUTE TEACHERS

Dianne Ahrens	Art, grades K-12
Courtney Beauchaine	Regular Education, ages birth-11
Donald Brasch	Degreed, Non-Certified Substitute

Megan Gleason	Degreed, Non-Certified Substitute
Nathan Hausner	Geography, Political Science, Broad Field Social Studies, History, ages 10-21
Derek Markham	Degreed, Non-Certified Substitute
Mitchell Propson	Biology, ages 10-21

SUBSTITUTE CUSTODIANS

Tom Longrie*	Facilities Services	January 15, 2016	\$12.00 per hour
Richard Trossen	Facilities Services	January 4, 2016	\$12.00 per hour

CUSTODIAN

Alan Pikula	Facilities Services	January 20, 2016	\$13.25 per hour
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SUBSTITUTE EDUCATIONAL ASSISTANTS

Patrick Adams
 Karissa Anderson
 Elaheh Jabbarifard
 Marcos Martinez

SUBSTITUTE NOON SUPERVISOR

Tiffany Moore	Cooper	January 15, 2016	\$7.47 per hour
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SALAD BAR SERVER

Dao Lor	Cooper	February 1, 2016	\$8.00 per hour
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STUDENT LIFEGUARD

Brittney LaPalme	South High	January 25, 2016	\$7.25 per hour
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SUBSTITUTE FOOD SERVER

Amy Greger	School Nutrition	January 18, 2016	\$10.50 per hour
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NOON HOUR SUPERVISORS

Lena Kultgen	Longfellow	January 7, 2016	\$7.47 per hour
Michelle Sanders	Cooper	January 19, 2016	\$7.47 per hour

FOOD SERVER

Joyce Jacobs	Cooper	January 6, 2016	\$10.61 per hour
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EDUCATIONAL ASSISTANTS

Desiree Buck	Early Learning Center	February 1, 2016	\$11.50 per hour
Kirsten Hyer	Madison	January 19, 2016	\$11.50 per hour
Laura Klitzke	Madison	January 25, 2016	\$11.50 per hour
Krista Lizik	E.S.A.A.	January 6, 2016	\$11.50 per hour

SECRETARY

Tracy Barts	School Nutrition	January 25, 2016	\$17.57 per hour
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COOK/TRAVELING FOOD SERVER

Aimee Thiel	School Nutrition	January 6, 2016	\$12.00 per hour
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EXTRA PAY FOR EXTRA SERVICE (COACH/ADVISORS)

North High

Darryl Thomas, Jr.**	External Candidate	Assistant Wrestling	\$2,743.00
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RECREATION DEPARTMENT

Name	Department/Program	Effective	Rate per hour
Alvarez, Ian**	Rec Dept/Fitness Attendant	1/4/2016	\$8.50
Stampfel, Morgen**	Rec Dept/Fitness Attendant	1/4/2016	\$8.50
Schroeder, Amy**	Rec Dept/Aquatics Instructor	1/25/2016	\$10.25

*Relative of SASD employee

**Not a SASD employee

2. Resignations

From the committee meeting:

The following resignations have been granted:

Alexandro Austin	Recreation Aide	Rec Dept	January 14, 2016
Anuj Bhatia	Substitute Teacher	N/A	January 21, 2016
Shelley Billmeier	Noon Supervisor	E.S.A.A.	January 8, 2016
Lisa Borchers	Music Teacher	Horace Mann	January 25, 2016
Bailey Broghammer	Recreation Aide	Rec Dept	January 14, 2016
Katherine Carroll	Noon Supervisor	E.S.A.A.	January 8, 2016
Ann Chambers	Substitute Teacher	N/A	January 7, 2016
Carolyn Christie	Food Server	Cooper	January 4, 2016
Jamie Goll	Noon Supervisor	E.S.A.A.	January 8, 2016
Amy Greger	Educational Assistant	Horace Mann	January 15, 2016
Tyra Gutschow	Recreation Aide	Rec Dept	January 14, 2016
Lindsay Harrison	Coach	North	January 6, 2016
Zuleima Lopez	Substitute Educ. Asst.	N/A	January 14, 2016
Jessica Martinez	Salad Bar Server	Cooper	January 29, 2016
Jaslyn Posewitz	Educational Assistant	Madison	January 4, 2016
Dawn Reineking	Salad Bar Server	Grant	January 25, 2016
Diana Schultz	Substitute Teacher	N/A	January 20, 2016
Gloria Schwarten	Substitute Secretary	N/A	January 15, 2016
John Van Veghel	Coach	North High	January 13, 2016
Daniel Wichmann	Substitute Teacher	N/A	January 20, 2016

3. Retirements

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Samet to grant the following requests to retire and the employees be recognized for their years of service per board policy. All ayes. Motion carried unanimously.

Norma Back	Teacher	Madison	19.6 years of service
Bob Below	Teacher	Farnsworth	10 years of service
Edmund Brickner	Teacher	South	18.45 years of service
Greg Carreno	Teacher	Tower Academy	32.94 years of service
Todd Dekker	Teacher	Urban	36 years of service
Mark Ellis	Teacher	Farnsworth	30 years of service
Julie Koleno	Teacher	Longfellow	38 years of service
Phyllis Ladwig	Teacher	North High	15 years of service
Geralyn Leannah	Teacher	Longfellow	24 years of service
Kathleen Miley	Head Secretary	South High	35 years of service
Catherine Mohr	Teacher	Jackson	31 years of service
Lori Telschow	Teacher	North High	28 years of service
Mary Valley	Teacher	Wilson	33 years of service
Constance Berken	Teacher	Jackson	18 years of service
Janet Koepsell	Teacher	Urban	17.56 years of service
Faye Milbrath	Teacher	Central High	20.8 years of service

4. Proposed 2016-17 Salary Increases (Discussion/Possible Action)

Moved by Mr. Mancl, seconded by Dr. Hein to approve the Human Resource Committee's recommendation to approve a one percent salary increase for all employee groups effective July 1, 2016, with the total not to exceed \$996,215. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Samet, seconded by Dr. Hein to approve a 1% salary increase for all employee groups effective July 1, 2016, with the total not to exceed \$996,215. All ayes. Motion carried unanimously.

The total increase for all groups would be \$996,215 or 1.58% and this amount has been budgeted in the 2016-17 budget. Ms. Holschbach further noted administration is recommending a 1% increase for support staff and administrators. She explained that it is different for the teachers due to the step increases and the new salary structure that had been implemented. Ms. Holschbach reviewed the salary structure and explained that there are several teachers that will be moving from 'step a' to 'step b' which will change their current salary structure and they will receive more than the \$1,000 salary increase because they have met the requirements and performance expectations as per the salary schedule. There are potentially 87 teachers that could receive more than a \$1,000 increase depending on completion of their Professional Development Plan (PDP). Of those potential 87 teachers, 60 teachers will for sure receive more than a \$1,000 increase as they have completed their PDP. She added that the PDP is the licensure and the Department of Public Instruction allows a maximum of six years to complete it. The total amount for all groups of \$996,215 includes that all 87 teachers would have completed their PDP, which is unlikely, and would make the total amount less than \$996,215. Mr. Thorpe added that this language had been included in the new salary structure and will assist in retaining quality teachers. Mr. Mancl asked Mr. Boehlke if this will fit in the preliminary budget and Mr. Boehlke responded yes that the district is in the second year of the state budget, and when the new salary structure was implemented it was costed out 10 years, with this year being the first year there are many teachers with many years of experience that are at the lower level. Mr. Thorpe expressed that 25% of the teachers are at the maximum on the salary schedule and those teachers have not seen an increase for six years. Ms. Holschbach further expressed that the proposed teacher salary increases does not include those at the top of the salary schedule.

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. North and South High Schools Red Raider Manufacturing Addition

From the committee meeting:

Mr. Albright provided an update on the progress of North and South High School's Red Raider Manufacturing projects and noted that work will begin on Monday at North High School and that new equipment has been arriving.

2. Tabulation of Bids – Roofing at Two Schools

Moved by Mr. Burg, seconded by Ms. Pothast to approve the Facilities/Recreation/Theatre Committee's recommendation to authorize administration to enter into contract with Pioneer Roofing of Johnson Creek, WI in the amount of \$333,814 for roof replacement for Grant Elementary School and Horace Mann Middle School. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Martin, seconded by Ms. Pothast to authorize administration to enter into contract with Pioneer Roofing of Johnson Creek, WI in the amount of \$333,814 for roof replacement for Grant Elementary School and Horace Mann Middle School. All ayes. Motion carried unanimously.

Mr. Albright noted that the fund balance is being used for these projects and because the price of oil is low, costs drop which will allow for the possibility of additional roof projects and tuck pointing at Longfellow Elementary School.

<u>BIDDER</u>	<u>Grant Sect #D-G, I-J</u>	<u>Horace Mann Sect #13A-C</u>	<u>Horace Mann Sect #15A</u>	<u>Horace Mann Sect #15B-C</u>
Christiansen Roofing	\$191,300	\$118,120	\$49,900	\$48,100
Weinert Roofing	\$215,240	\$112,500	\$45,300	\$49,385
Pioneer Roofing	\$171,364	\$ 89,544	\$36,936	\$35,970
Walsdorf Roofing	\$185,800	\$102,900	\$46,100	\$41,600
Oshkosh Industrial	\$217,850	\$108,000	\$41,760	\$37,950

Moved by Ms. Tuszyński, seconded by Ms. Pothast to authorize administration to enter into contract with Roofers Mart of Wauwatosa, WI in the amount of \$189,060 for roofing materials for each project. All ayes. Motion carried unanimously.

<u>BIDDER</u>	Grant Sect #D-G, I-J	Horace Mann Sect #13A-C	Horace Mann Sect #15A	Horace Mann Sect #15B-C
ABC Supply	\$89,750	\$61,200	\$21,900	\$20,990
Roofers Mart of WI	\$88,510	\$58,405	\$21,700	\$20,445

SUMMARY

Total cost of contractors (all projects)	\$333,814.00
Additional cost for building permits	\$1,890.60
Total cost of materials (all projects)	<u>\$189,060.00</u>
Project TOTAL	\$524,764.60

(2014 Capital Maintenance – Roofing [unencumbered balance - \$24,086]; 2015 Capital Maintenance – Roofing [unencumbered balance - \$425,000]; Capital Needs Fund [unencumbered balance- \$613,000])

3. Sheboygan Theatre Company’s Financial Report

Moved by Mr. Burg, seconded by Ms. Tuszynski to approve the Facilities/Recreation/Theatre Committee’s recommendation to accept the Sheboygan Theatre Company’s financial report for the period of December 1-31, 2015. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Tuszynski, seconded by Ms. Martin to accept the Sheboygan Theatre Company’s financial report for the period of December 1-31, 2015. All ayes. Motion carried unanimously.

Mr. Koehler talked about the change in the report with the year to year comparison and also talked about the new marquee sign at Horace Mann Middle School which he anticipates will help with sales for the Sheboygan Theatre Company as well as other programs being offered at Horace Mann Middle School and the Community Recreation Department. Ms. Tuszynski would like the financial report to be side-by-side so it is easier to compare.

4. Facility Permit Report

From the committee meeting:

The administration presented the Facility Permit Report for the period of January 1-31, 2016 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, #2, #3, and #4. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein 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
CAP IMPROV PRIOR				
A. YEARS	3,401,675.89		2,721,162.22	680,513.67
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	92,779.60	2,721,162.22	1,825,293.27
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2. Statement of Cash Flow

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the December 31, 2015 Statement of Cash Flow. All ayes. Motion carried unanimously.

3. Budget Revisions & Transfers of Appropriations

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the Budget Revisions and Transfers of Appropriations through December 2015. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	Adopted Budget 2015-16	Revised Budget 11/30/15	Revised Budget 12/31/15	Budget Increase (Decrease)
REVENUES				
100 Transfers-in	0.00	0.00	0.00	0.00
Local Sources				
210 Taxes	31,812,543.00	31,812,543.00	31,812,543.00	0.00
260 Non-Capital Sales	270,775.00	270,775.00	270,775.00	0.00
270 School Activity Income	86,640.00	86,640.00	86,640.00	0.00
280 Interest on Investments	40,800.00	40,800.00	40,800.00	0.00
290 Other Revenue, Local Sources	290,701.00	408,285.50	408,717.00	431.50
Subtotal Local Sources	32,501,459.00	32,619,043.50	32,619,475.00	431.50
Other School Districts Within Wisconsin				
340 Payments for Services	1,929,481.00	1,929,481.00	1,929,481.00	0.00
State Sources				
610 State Aid -- Categorical	2,278,850.00	2,278,850.00	2,278,850.00	0.00
620 State Aid -- General	71,515,351.00	71,916,266.00	71,916,266.00	0.00
630 DPI Special Project Grants	0.00	200.00	200.00	0.00
640 Payments for Services	75,000.00	75,000.00	75,000.00	0.00
650 Student Achievement Guarantee in Education	1,778,963.00	1,778,963.00	1,778,963.00	0.00
660 Other State Revenue Through Local Units	20,000.00	20,000.00	20,000.00	0.00
690 Other Revenue	268,235.00	268,235.00	268,235.00	0.00
Subtotal State Sources	75,936,399.00	76,337,514.00	76,337,514.00	0.00
Federal Sources				
710 Transit of Aids	88,008.00	88,008.00	88,008.00	0.00
730 DPI Special Project Grants	1,044,943.00	1,101,906.00	1,101,906.00	0.00
750 IASA Grants	2,243,968.00	2,257,968.00	2,257,968.00	0.00

780 Other Federal Revenue Through State	0.00	0.00	0.00	0.00
790 Other Revenue from Federal Sources	171,394.00	171,394.00	171,394.00	0.00
Subtotal Federal Sources	3,548,313.00	3,619,276.00	3,619,276.00	0.00
Other Financing Sources				
860 Compensation, Fixed Assets	0.00	0.00	0.00	0.00
Other Revenues				
960 Adjustments	0.00	14,447.37	14,447.37	0.00
970 Refund of Disbursement	150,100.00	150,100.00	150,100.00	0.00
990 Miscellaneous	241,000.00	241,000.00	458,674.00	217,674.00
Subtotal Other Revenues	391,100.00	405,547.37	623,221.37	217,674.00
TOTAL REVENUES	114,306,752.00	114,910,861.87	115,128,967.37	218,105.50
EXPENDITURES	Adopted Budget 2015-16	Revised Budget 11/30/15	Revised Budget 12/31/15	Budget Increase (Decrease)
Instruction				
110 000 Undifferentiated Curriculum	24,505,193.97	24,487,482.97	24,968,432.97	480,950.00
120 000 Regular Curriculum	29,433,027.13	29,682,939.97	29,596,778.91	-86,161.06
130 000 Vocational Curriculum	2,548,141.00	2,549,018.00	2,552,653.00	3,635.00
140 000 Physical Curriculum	2,693,710.00	2,693,910.00	2,693,413.00	-497.00
160 000 Co-Curricular Activities	1,003,608.00	1,003,608.00	1,014,764.00	11,156.00
170 000 Other Special Needs	454,745.00	512,254.00	521,904.00	9,650.00
Subtotal Instruction	60,638,425.10	60,929,212.94	61,347,945.88	418,732.94
Support Sources				
210 000 Pupil Services	4,894,904.00	5,309,015.00	4,948,662.73	-360,352.27
220 000 Instructional Staff Services	3,029,628.00	3,131,460.25	3,064,550.94	-66,909.31
230 000 General Administration	1,964,513.00	1,971,172.00	1,974,407.27	3,235.27
240 000 School Building Administration	6,436,977.30	7,663,924.48	7,542,959.27	-120,965.21
250 000 Business Administration	12,846,236.10	13,626,605.01	13,721,929.01	95,324.00
260 000 Central Services	3,194,312.50	3,719,846.50	4,001,763.58	281,917.08
270 000 Insurance & Judgments	951,766.00	951,766.00	951,766.00	0.00
280 000 Debt Services	0.00	0.00	0.00	0.00
290 000 Other Support Services	78,882.00	78,882.00	78,112.00	-770.00
Subtotal Support Sources	33,397,218.90	36,452,671.24	36,284,150.80	-168,520.44
Non-Program Transactions				
410 000 Inter-fund Transfers	12,780,204.00	12,780,204.00	12,780,204.00	0.00
430 000 Instructional Service Payments	7,485,904.00	7,886,819.00	7,886,819.00	0.00
490 000 Other Non-Program Transactions	5,000.00	5,000.00	5,000.00	0.00
Subtotal Non-Program Transactions	20,271,108.00	20,672,023.00	20,672,023.00	0.00
TOTAL EXPENDITURES	114,306,752.00	118,053,907.18	118,304,119.68	250,212.50
SPECIAL EDUCATION (FUND 27)	Adopted Budget 2015-16	Revised Budget 11-30-15	Revised Budget 12-31-15	Change in Budget
TOTAL REVENUES	19,239,290.00	19,239,290.00	19,239,290.00	0.00
100 000 Instruction	16,258,281.00	16,258,281.00	16,265,245.00	6,964.00
200 000 Support Services	2,811,403.00	2,811,403.00	2,811,403.00	0.00

400 000 Non-Program Transactions	169,606.00	169,606.00	162,642.00	-6,964.00
TOTAL EXPENDITURES	19,239,290.00	19,239,290.00	19,239,290.00	0.00

4. Revenues & Expenditures Reports

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Revenue & Expenditures reports through December 2015. All ayes. Motion carried unanimously.

Mr. Boehlke noted the revenues for Fund 10 and 27 are about 52 percent of the budget with the expenditures at approximately 34 percent of the budget which is slightly more than last year. He added the Nutritional Services Fund revenues and expenditures report is also included and will continue to be until the end of the year.

5. Gifts

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

Mr. Samet separately acknowledged Mr. Michael Brotz for his donation to the Aviation course along with Masters Gallery Foods Inc. and Curt G. Joan Inc. for their donations to Red Raider Manufacturing.

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>			
Hats/Gloves/Scarves	St. Paul’s United Church of Christ	Grant	100.00
Monetary	Brusky, Ann	ESAA/Mosaic/IDEAS	50.00
Monetary	Maffongelli, Ralph/Alice	Sheboygan Theatre Company	25.00
Monetary	Scharrer, Steve/Ann	Sheboygan Theatre Company	100.00
Monetary	Edward Jones Financial Services	Sheboygan Theatre Company	1,000.00
Monetary	H.S.A. Bank	Sheboygan Theatre Company	500.00
Monetary	Torginal, Tom & Testwuide, Shari	Sheboygan Theatre Company	250.00
<u>For Action</u>			
Monetary	Brotz, Michael	SASD/Aviation Course	9,000.00
Monetary	Masters Gallery Foods Inc.	Red Raider Manufacturing	20,000.00
Monetary	Curt G. Joa Inc.	Red Raider Manufacturing	16,667.00

E. COMMITTEE OF THE WHOLE

1. 2016 House Construction

From the committee meeting:

Administration provided an update on the House Construction Project 2016. Mr. Brahan noted the SASD house construction project began in 1998 and this will be the eighteenth house built by SASD students. Mr. Grunewald, spoke about how the program started, courses involved and future of the program. He highlighted the construction project began with building sheds in which students from both North and South High Schools were involved. There was also a teacher from each of those schools working on this project and that has been streamlined to Mr. Grunewald teaching and working with students on this project. This will be the fourth home built in the Green Meadows subdivision and the district has two more lots in this subdivision. There is an Advisory Committee that includes local trades, real estate agencies, citizens, etc. He noted the first homes that were constructed in Green Meadows Subdivision sold for \$100,000 and the current house will be around \$319,000. He added the program does make a profit and those proceeds go towards funding the program itself as well as towards offering scholarships, tools for students, equipment, purchasing additional land and supporting those students who want to continue in the trades. OSHA training is provided and students received cards indicating they have completed this training. The house construction class consists of 20-25 students, junior and seniors, from construction/architecture/interior

design/botany/wood working classes. These students are broken into different groups and basically design and construct the home, interior design and landscaping. This year middle school students toured the construction site and were able to work with the high school students to generate an interest. Mr. Grunewald noted the program works much on employability skills. Mr. Grunewald welcomed the board members to stop at the site anytime between 9 a.m. and 3 p.m. The Open House will take place June 4, 2016.

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

From the committee meeting:

Administration provided an update on the Books on Bikes for the 2015-16 school year. Ms. Gloede and Ms. Kiel, Library Specialists, shared information on a project they are trying to start which is Books on Bikes. Books on Bikes is a community outreach and literacy program for children in our community. The goal is to get children excited about reading and visiting the local libraries. Librarians and guest riders will pack up bikes with books and go to places kids generally are located. Ms. Gloede and Ms. Kiel have spoken with Mead Public Library about a summer reading program and talked about possibly doing a bike parade to kick off the program which would begin from Mead Public Library and have kids ride along. Many high school students are willing to donate books, gently used, and are willing to help organize the donated books. Ms. Gloede noted they are also working with Ms. Sondalle in reference to promoting the program. Mr. Glaeser, Printing Services, is assisting with graphics, bookmarks, fliers and thank you cards. Ms. Kiel explained they wrote an innovation grant and would use those funds for building carts/racks for the bikes. Ms. Kiel and Ms. Gloede are also in the process of setting up a web domain. They wanted to present this information to board and confirm the board is in agreement with the direction of this program before going any further. The Board does support this program.

3. Second Friday

From the committee meeting:

Mr. Konrath provided an overview of the Sheboygan Area School District's Enrollment Data Report based on the Second Friday in January 2016. He noted the difference between the Second Friday 2016 and Third Friday 2015 was a decrease of 44 students. He further noted this decrease of students indicate there are more families moving out of the Sheboygan Area School District and is not due to open-enrollment issues, vouchers, or South High School's implementation of flex-mod (seven students transferred from SHS to NHS).

4. Charter School Re-Authorization

From the committee meeting:

Moved by Mr. Samet, seconded by Mr. Burg to approve a 5-year contract for IDEAS Academy. Mr. Samet withdrew his motion and Mr. Burg withdrew his seconded motion. Motion failed.

Mr. Konrath stated that administration is requesting approval for re-authorization of 5-year contracts for the following charter school contracts: George D. Warriner Middle School; Central High School; Elementary School for the Arts and Academics (ESAA); Mosaic Middle School; IDEAS Academy. The No Child Left Behind (NCLB) language was replaced with Every Student Succeeds Act (ESSA) language. Otherwise, the only change is the funding formula as it is converted to a percentage - yet is the same. Mr. Konrath added that Mr. Hamm and Mr. Simmons had provided the Board attachments outlining a synopsis of past and future goals for each of the charter schools which was a challenge with the many state changes.

Ms. Tuszynski questioned how George D. Warriner Middle School compared to other online programs and Mr. Simmons responded that the George D. Warriner Middle School students are generally at school all the time attending classes face to face with teachers, just a few are only on-line. He added one of the school's greatest strengths is that they have the technology to adapt to the student needs and have teachers to work with students and have much discussion as well as work on project based learning. Ms. Tuszynski asked what percent of students that start in George D. Warriner Middle School continue to George D. Warriner High School? Mr. Simmons responded approximately 90-95% go on to George D. Warriner High School, especially those who attended the three years in middle school.

Mr. Mancl expressed his concern of reviewing five years of data for five charter schools which is much information to digest. He indicated the schools did a good job of providing data they wanted to present for consideration, but it is difficult to determine which goals were achieved and were not achieved and he did not feel confident approving five year contracts at this time. He added he appreciates the difficulty with the changes in state testing but these schools

are part of the district and need to be compared to the other schools in this district. Ms. Tuszynski also expressed her concern with regard to determining which goals were/were not achieved as well as a concern regarding the scores. Dr. Sheehan responded that each of these schools could spend one hour discussing and reviewing this information, and this information was intentionally summarized due to time. He added each school has been successful and the information had been included in the material they provided. There was much discussion in reference to the testing scores and difficulty in comparing data due to the WKCE/Aspire/ACT changes using IDEAS Academy as an example with their lower math testing scores. Mr. Hamm responded that in all other areas their scores were very good and that last year was the first year of ACT and they are making changes from that data. He added it should be noted that they are using the data and are putting in place better ACT prep programs and more math preparation. He further added that the demographics, free/reduced lunch, and special education student numbers over-represent and no students were excluded. At the same time, their Clearinghouse data shows they are out-performing. He added getting the students prepared for college and into college is important and IDEAS is looking at ways to improve in math and will track growth rate from last year's 10th grade.

Dr. Sheehan commented that each of the charter schools is a viable option and they have met the majority of their which is why administration is recommending reauthorization of the contracts. Mr. Gallianetti talked about if we did not have these charter schools where would these students go and there is no guarantee that they would stay within this district. He further talked about previous board discussions regarding getting parents involved in schools and ESAA/IDEAS/Mosaic have created that type of community in which parents are involved and attend events and are creating a dynamic of people. Mr. Gallianetti supports Dr. Sheehan's statement that administration would inform the board if there were major issues with any of the schools. He further added he spent much time looking at the information/numbers and came ready to vote for all five schools and that there is no perfect school in the district.

It was determined this item will be discussed at the Regular Board of Education meeting on February 23, 2016. Mr. Gallianetti asked if administration had direction needed and Dr. Sheehan responded the board will receive material highlighted from the information which was provided tonight.

5. 10 Year Capital Improvement Plan

From the committee meeting:

Moved by Mr. Samet, seconded by Mr. Mancl to approve the Long Term Capital Improvement Plan as presented. All ayes. Motion carried unanimously.

Mr. Boehlke explained one of the requirements of the District establishing a Long Term Capital Improvement Trust Fund (46) is that the school board must have an approved long term capital improvement plan. This is a new fund approved by the Department of Public Instruction in which school districts can put money into this fund for capital use needs and those monies are aided for that year. He further explained the criteria which includes a five year period before the funds can be used, and the time period begins when the resolution is approved. Also, a long term capital improvement plan must be approved - which is administration's recommendation. Mr. Boehlke noted if this is approved and the resolution is approved, then administration will come back to the Board for approval of a bank account for this fund 46.

6. Board Resolution to Establish a Long Term Capital Improvement Trust Fund (Fund 46)

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Burg to approve the Resolution to create a Long Term Capital Improvement Trust Fund (Fund 46). All ayes. Motion carried unanimously.

7. Moved by Mr. Mancl, seconded by Ms. Martin to adjourn to Closed Session at 8:58 p.m. per Wisconsin State Statutes Sec. 19.85(1)(c)(g) – 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; To confer with legal counsel regarding pending litigation (Denk v. SASD). A roll call vote was taken and motion carried 7-0. (Hein, Samet, Tuszynski, Mancl, Gallianetti, Burg, Martin)

8. Moved by Dr. Hein, seconded by Mr. Samet to reconvene to Open Session at 10:40 p.m. All ayes. Motion carried unanimously.

9. Moved by Dr. Hein, seconded by Mr. Mancl to adjourn at 10:41 p.m. All ayes. Motion carried unanimously.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Breakfast – Mr. Samet provided an update on the discussions that occurred during Legislative Breakfast on February 15, 2016 which included the voucher bill, referendum bill and transgender issue.
2. Heritage School Council – Ms. Martin noted that Diane Wilcenski has resigned as the chair so the committee will be reviewing how they will fill that role. The committee is also discussing signage at the school and costs associated with it.
3. Sheboygan Public Education Foundation – Ms. Pothast provided an update on the Sheboygan Public Education Foundation meeting and reported that scholarships are available online and are due March 4, 2016. North High School’s scholarship night will be held on May 18, 2016 and South High School’s scholarship night will be held on May 11, 2016. She also reported that information on the Diploma Dash will be made available in the near future.

FUTURE MEETING DATES

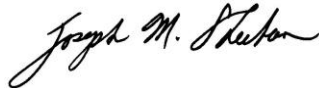
March 8, 2016 Committee meetings begin at 6:00 p.m. and March 22, 2016 Regular Board of Education meeting beginning at 6:00 p.m.

ADJOURN

Moved by Mr. Mancl, seconded by Ms. Pothast to adjourn to Closed Session at 8:09 p.m. per Wisconsin State Statutes 19.85 (1)(c)(g) - 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; To confer with legal counsel regarding pending litigation (Denk v. SASD). A roll call vote was taken and motion carried 8-0. (Martin, Hein, Samet, Tuszynski, Mancl, Reinthaler, Pothast, Burg)

Moved by Mr. Mancl, seconded by Mr. Burg to reconvene to Open Session at 9:15 p.m. All ayes. Motion carried unanimously.

Moved by Dr. Hein, seconded by Mr. Burg to adjourn at 9:16 p.m. All ayes. Motion carried unanimously.



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

jjh