

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

**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, June 27, 2017**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 27<sup>th</sup> day of June at 6:00 p.m. in the Board of Education room, 830 Virginia Avenue, Sheboygan, Wisconsin. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

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

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

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

Present: Ms. Mary Beth Martin, Mr. Larry Samet, Mr. Mark Mancl, Mr. David Gallianetti, Ms. Marcia Reinthaler, Mr. Ryan Burg, and Mr. Kyle Whelton

Dr. Susan Hein was excused.

**APPROVAL OF MINUTES**

Moved by Mr. Whelton, seconded by Mr. Gallianetti to approve the Regular Board of Education meeting minutes of May 23, 2017, Closed Session meeting minutes of June 13, 2017, and Special Session meeting minutes of June 20, 2017. All ayes. Motion carried unanimously.

**DIPLOMAS**

Moved by Ms. Pothast, seconded by Mr. Mancl to approve the Curriculum & Instruction Committee's recommendation to award high school diplomas to Jacob Ruiz, Central High School class of 2016, and Phoenix Reyes, South High School class of 2015. All ayes. Motion carried unanimously.

**COMMUNITY INPUT**

There was no community input.

**SUPERINTENDENT'S REPORT**

Dr. Sheehan provided his report which included an update on the \$500,000 contribution by Aurora Health Care, the First Friday Forum, and Wisconsin Response to Intervention (RtI) Center recognized schools.

**MISCELLANEOUS**

**A. Adoption (Second Reading) of New Board of Education Policy 8520 – Meal Accounts**

Moved by Mr. Whelton, seconded by Mr. Burg to approve the adoption (second reading) of new Board of Education Policy 8520 – Operations; Meal Accounts. All ayes. Motion carried unanimously.

**B. Waiver Request of Bylaw 0131.1 – Bylaws and Policies**

Moved by Mr. Mancl, seconded by Ms. Pothast to approve administration's request to waive Bylaw 0131.1 which requires 1 month between the introduction (first reading) and adoption (second reading) of revised Policy 6152.01 – Registration Fees and Charges. All ayes. Motion carried unanimously.

**C. Introduction/Adoption of Revised Policy 6152.01 – Registration Fees and Charges**

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the introduction/adoption of revised Board of Education Policy 6152.01 – Finances; Registration Fees and Charges. All ayes. Motion carried unanimously.

**D. Tabulation of Bids – Referendum Projects**

Moved by Ms. Samet, seconded by Mr. Burg to approve administration’s recommendation to enter into contract with Quasius Construction Company in the amount of \$6,860,000 for the 2016 Referendum projects at Lincoln-Erdman and Pigeon River Elementary Schools, and the Pigeon River Recreation Center. All ayes. Motion carried unanimously.

**REPORT OF COMMITTEES**

**A. CURRICULUM & INSTRUCTION COMMITTEE**

Moved by Ms. Pothast, seconded by Mr. Whelton to accept the Curriculum and Instruction Committee’s recommendation to approve agenda items #2 and #3. All ayes. Motion carried unanimously.

1. Diplomas (See above)

From the committee meeting:

Moved by Mr. Gallianetti, seconded by Mr. Mancl to award high school diplomas to Jacob Ruiz, Central High School class of 2016, and Phoenix Reyes, South High School class of 2015. All ayes. Motion carried unanimously.

2. Adoption of Textbooks/Instructional Materials

From the committee meeting:

Moved by Ms. Martin, seconded by Mr. Mancl to approve administration’s recommendation to adopt textbooks/instructional materials for Science (K-8 grade), Advanced Algebra II, Elementary Keyboarding (3-5 grade), German I, and Spanish 1-5. All ayes. Motion carried unanimously.

It was reported that district committees’ were formed to review adoptions of textbooks/instructional materials in the areas of Science (K-8 grade) - last adoption was 2002, Advanced Algebra II - last adoption was 2005, Elementary Keyboarding (3-5 grade), German I - last adoption was 2006, and Spanish 1-5, which was last adopted in 2007. All materials will be ordered in July and ready for implementation in the fall.

3. 2018 China Field Trip

From the committee meeting:

Moved by Mr. Gallianetti, seconded by Ms. Martin to approve administration’s recommendation to approve North and South High School students to travel to China from March 23-April 2, 2018 as per Policy 2340. All ayes. Motion carried unanimously.

4. Achievement Gap Reduction Goal Update

From the committee meeting:

Administration provided an update on the end-of-year Achievement Gap Reduction (AGR) program currently in place at Jefferson, Longfellow, and Sheridan Elementary Schools. Mr. Harvatine reported that as a result of new state requirements to the SAGE program, administration is required to report to the school board at the end of every semester implementation of strategies, performance objectives, and progress in closing the achievement gap. These are five-year contracts with the State that essentially require the schools to take existing data, develop a goal around that data, and follow those goals to be sure they have reached their targets. Grant Elementary School will be added to the program beginning next school year.

5. Middle School Achievement and Climate

From the committee meeting:

Mr. Harvatine reported that based on data and feedback from teachers there is a need to address the notion of enhancing achievement at the middle school level and how to improve school climate. He and the middle school

principals met as a group to develop goals that they could implement with their staff over the course of the next several years. They established four objectives: 1) Use ongoing assessment data to determine current student proficiency levels in both math and reading; 2) Utilize common Professional Learning Communities (PLC) time and structures across all three middle schools to analyze data and share instructional practices; 3) Enhance interventions to meet the needs of students; 4) Enhance school climate by providing opportunities for student engagement. Mr. DiStefano commented that by using STAR, staff has the ability to drill down against the standards and see exactly where students are deficient and develop plans to address it. Ms. Ritchie added that principals have had time to develop assessments over the years which will now be reliable data between the principals. Mr. Collins commented that interventions will be enhanced to better meet the needs of students. Ms. Pothast noted that staff buy-in and ownership is incredibly important. Ms. Martin inquired about the guided study hall and conversations she has had with teachers who say there is no buy-in, and that if it is not working, continuing to perpetuate it does not help anyone. Mr. Gallianetti noted that there needs to be a better climate that staff is comfortable talking to administrators and working through issues rather than going directly to school board members to express their concerns.

6. Summer 2017 Professional Development

From the committee meeting:

Mr. Harvatine reported that this is an annual report that he provides to the committee. He added that Mr. Brahan was successful in securing the Wisconsin Statewide Mathematics Initiative in July to be held at North High School and also noted that there will be online registration for the upcoming school year.

7. 2016-2017 District Bullying Report

From the committee meeting:

Mr. Harvatine provided an overview of the bullying data and referenced the positive takeaways and recommendations. There will be ongoing discussions regarding cyber bullying to be sure staff are accurately identifying and recording the type of bullying for each incident. Mr. Whelton asked about the previous data and why the data jumps in the past years as opposed to previous years and Mr. Harvatine responded that much of it has to do with how staff is documenting each situation.

**B. HUMAN RESOURCES COMMITTEE**

Moved by Mr. Gallianetti, seconded by Mr. Whelton to accept the Human Resource Committee's recommendation to approve agenda items #4 and #5. All ayes. Motion carried unanimously.

1. Appointments

Moved by Mr. Gallianetti, seconded by Ms. Pothast to accept the Human Resource Committee's recommendation to confirm all appointments. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Pothast, seconded by Mr. Samet to confirm the following appointments with the exception of Jason Duff. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Mr. Samet to confirm the appointment of Jason Duff. Motion carried 3-0. (Dr. Hein abstained)

Mr. Gallianetti noted due to a conflict of interest for Dr. Hein, he would like a motion to confirm all appointments with the exception of Jason Duff, (Dr. Hein's son-in-law), in order for Dr. Hein to vote on the other appointments.

ADMINISTRATORS

Rachel Biertzer	Associate Principal	UW-Oshkosh	Master's Degree
Appleton, WI	North	No admin experience	\$75,000.00

Ms. Biertzer has been hired for the 2017-2018 school year as the Assistant Principal at North High School. Ms. Biertzer has been an English teacher at Oshkosh North High School. She has a Bachelor of Science in Education degree and a Master of Education degree from the University of Wisconsin-Oshkosh. She was one of eleven candidates interviewed.

Jon Britanyak Green Bay, WI	School Psychologist Pupil Services	UW-Eau Claire 3 years of experience	Master's Degree \$63,000.00
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Mr. Britanyak has been hired for the 2017-2018 school year as a School Psychologist. Mr. Britanyak has been a School Psychologist for the Green Bay Area Public Schools for the last four years and previous to that, a Residential Treatment Worker at Eau Claire Academy. He received his Master of Science in Education from UW-Eau Claire and his Bachelor of Science in Psychology from UW-Stevens Point. He was the only candidate interviewed.

Jason Duff Plymouth, WI	Academic & Career Planning Coord. Student & Instructional Services	Cardinal Stritch University 3 years admin experience	Master's Degree \$79,000.00
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Mr. Duff has been hired for the 2017-2018 school year as the Academic & Career Planning Coordinator. Mr. Duff has been the K-12 Relations Manager at Lakeland University and previously a Social Studies teacher at Plymouth High School. He has a Bachelor of Arts in Education degree from Purdue University and a Master of Education from Cardinal Stritch University. He was one of four candidates interviewed.

Michael Hendricks Kewaskum, WI	Assistant Principal Urban	Viterbo University No admin experience	Master's Degree \$70,000.00
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Mr. Hendricks has been hired for the 2017-2018 school year as the Assistant Principal at Urban Middle School. Mr. Hendricks has been a Math teacher at Cedarburg High School for the last year and prior to that at Kewaskum High School. He has a Master's Degree in Education from Viterbo University and a Bachelor's Degree from UW-Green Bay in Mathematics and Secondary Education. He was one of five candidates interviewed.

TEACHERS

Julie Brandt Oostburg, WI	Third Grade Jackson	Hardin-Simmons 12 years of experience	Bachelor's Degree \$55,000.00
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Ms. Brandt has been hired as a Third Grade Teacher at Jackson Elementary School for the 2017-2018 school year. She received her degree from Hardin-Simmons University. She is certified in Elementary/Middle Level Education, PK-Grade 4. She was one of seven candidates interviewed.

Daniel Dielentheis Sheboygan, WI	Science North	UW-Lacrosse ½ year of experience	Bachelors's Degree \$41,000.00
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Mr. Dielentheis has been hired for the 2017-2018 school year as a Science (Physics) Teacher at North High School. He received his degree from the University of Wisconsin-LaCrosse in December 2016. He is certified as a Physics Teacher, ages 10-21. He was one of seven candidates interviewed.

LuAnn Kober Sheboygan, WI	Cross Categorical South	UW-Oshkosh 18 years of experience	Master's Degree \$62,000.00
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Ms. Kober has been hired for the 2017-2018 school year as a Cross Categorical Teacher at South High School. She received her degree from the University of Wisconsin-Oshkosh. She is certified as an Emotional Behavior Disabilities Teacher, grades 6-12. She was one of four candidates interviewed.

Melissa McCaman Port Washington, WI	School Counselor South	Concordia University 4 years of experience	Master's Degree \$44,000.00
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Ms. McCaman has been hired for the 2017-2018 school year as a School Counselor at South High School. She received her degree from Concordia University. She is certified as a School Counselor, birth-age 21. She was one of four candidates interviewed.

Kristin Menart* Sheboygan, WI	Intellectual Disabilities Madison	UW-Stevens Point 11 years of experience	Bachelor's Degree \$56,000.00
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Ms. Menart has been hired for the 2017-2018 school year as an Intellectual Disabilities Teacher at Madison Elementary School. She received her degree from the University of Wisconsin-Stevens Point in May 2006. She is

certified in Early Childhood Special Education, birth-age 8; Regular Education, birth-age 13; and ages 6-21 in Intellectual Disabilities, Emotional Behavior Disabilities, and Specific Learning Disabilities. She was one of two candidates interviewed.

Carol Paschke Eden, WI	Science North	UW-Oshkosh No experience	Bachelor's Degree \$40,000.00
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Ms. Paschke has been hired as a Science Teacher at North High School for the 2017-2018 school year. She received her degree from the University of Wisconsin-Oshkosh in January 2017. She is certified in ages 6-21 in Broad Field Science, Chemistry, and Physics. She was one of nine candidates interviewed.

Erin Pethan* Kohler, WI	Reading/Math Interventionist Student & Instructional Services	UW-LaCrosse 11 years of experience	Bachelor's Degree \$38,500.00
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Ms. Pethan has been hired as a 70% Reading/Math Interventionist Title I Funded Teacher to serve the Parochial Schools. She received her degree from the University of Wisconsin – LaCrosse in June 2006. She is certified in Regular Education and Spanish, ages 6-13. She will be certified as a Reading Teacher, birth-21, this summer. She was the only candidate interviewed.

Josiah Pledl Sheboygan, WI	Dean of Students South	Cardinal Stritch 5 years of experience	Master's Degree \$60,000.00
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Mr. Pledl has been hired for the 2017-2018 school year as a Dean of Students at South High School. He received his Master's Degree from Cardinal Stritch. He is certified in ages 10-21 in Broad Field Social Studies, Economics, Geography, History, Political Science, and Sociology; ages 10-21 in Cross Categorical Special Education; and birth to age 21 as a Director of Instruction and as a Principal. He was one of twelve candidates interviewed.

Jennifer Priesgen Lomira, WI	Music Grant	Aurora University 13 years of experience	Master's Degree \$58,000.00
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Ms. Priesgen has been hired as a Music Teacher at Grant Elementary School for the 2017-2018 school year. She received her degree from Aurora University. She is certified in General Music, PK-12, and Choral Music, grades 6-12. She was one of three candidates interviewed.

Ryan Schmitz Beloit, WI	Math North	Concordia University 7 years of experience	Master's Degree \$50,000.00
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Mr. Schmitz has been hired for the 2017-2018 school year as a Math Teacher at North High School. He received his degree from Concordia University. He is certified in Math, ages 10 to 21. He was one of five candidates interviewed.

Taylor Thiede Grafton, WI	Cross Categorical Urban	UW-Whitewater No experience	Bachelor's Degree \$40,000.00
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Ms. Thiede has been hired for the 2017-2018 school year as a Cross Categorical Teacher at Urban Middle School. She received her degree from UW-Whitewater. She is certified as a Cross Categorical Teacher, birth-age 21. She was one of five candidate interviewed.

Kari Ventura Oostburg, WI	Kindergarten Dual Language Sheridan	Concordia University 3 years of experience	Master's Degree \$44,000.00
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Ms. Ventura has been hired as a Kindergarten Dual Language (Spanish) Teacher at Sheridan Elementary School for the 2017-2018 school year. She received her degree from Concordia University in May 2015. She will be provisional certified as a Bilingual Teacher, Kindergarten. She was the only candidate interviewed.

NOON SUPERVISOR

Cynthia Mlejnek	Jefferson	May 4, 2017	\$7.47 per hour
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SUBSTITUTE EDUCATIONAL ASSISTANTS

Danielle Fessler\*  
Elissa Ladwig

SUBSTITUTE FOOD SERVER

Zhanna Mueller

EXTRA PAY FOR EXTRA SERVICE (COACH/ADVISOR)

South

Sandra Botham**	External Candidate	Head Girls' Basketball Coach	\$3,771.00
Erik Wagner	Internal Candidate	Student Council Advisor (50% Job Share)	\$1,885.50
Lisa Willadsen	Internal Candidate	Student Council Advisor (50% Job Share)	\$1,885.50

RECREATION DEPARTMENT

Nicholas Bichler	Basketball/Baseball Asst.	May 10, 2017	\$8.50 per hour
Samuel Hopp	Tennis Instructor	May 16, 2017	\$9.00 per hour
Maddeline Ivy	Gymnastics Instructor	May 10, 2017	\$9.00 per hour
Brittney LaPalme	Aquatics Instructor	May 12, 2017	\$9.00 per hour
Nadia Versey*	Gymnastics Instructor	May 17, 2017	\$9.00 per hour

\*Relative of SASD employee

\*\*Not a SASD employee

2. Resignations

From the committee meeting:

Mr. Gallianetti questioned why there were so many recreation aide resignations and Ms. Holschbach responded that they reviewed all the recreation department people who have not worked and just cleaned up the list, the same as was done with the sub-teacher list.

The following resignations have been granted:

Alexis Allen	Recreation Aide	Rec. Dept.	May 9, 2017
Kelly Aldag	Substitute Teacher	N/A	May 9, 2017
Ian Alvarez	Recreation Aide	Rec. Dept.	May 9, 2017
Abigail Anderson	Recreation Aide	Rec. Dept.	May 9, 2017
Maria Andrews	Sub. Educational Assistant	N/A	June 1, 2017
Andrew Becker	Recreation Aide	Rec. Dept.	May 9, 2017
David Berg	Recreation Aide	Rec. Dept.	May 9, 2017
Tiffany Bierman	Recreation Aide	Rec. Dept.	May 9, 2017
Lauren Braaksma	Assistant Volleyball Coach	South	May 2, 2017
Luke Burgard	Recreation Aide	Rec. Dept.	May 9, 2017
Randy Burhop	Electrician	Facilities Services	July 25, 2017
Molly Burkard	Recreation Aide	Rec. Dept.	May 9, 2017
Abby Bzdawka	Recreation Aide	Rec. Dept.	May 9, 2017
Alexander Conway	Assistant Boys Tennis Coach	North	May 15, 2017
Nicholas Cox	Recreation Aide	Rec. Dept.	May 9, 2017
Tamara Damrow	Head Girls' Tennis Coach	South	May 31, 2017
Amanda Darling	Recreation Aide	Rec. Dept.	May 9, 2017
Timothy Davis	Recreation Aide	Rec. Dept.	May 9, 2017
Jason Dekarske	Recreation Aide	Rec. Dept.	May 9, 2017
Gary Dekker	Traveling Custodian	Facilities Services	August 4, 2017
Isabel Detienne	Recreation Aide	Rec. Dept.	May 9, 2017
Monique Felix	Recreation Aide	Rec. Dept.	May 9, 2017
Danielle Fessler	Recreation Aide	Rec. Dept.	May 9, 2017
Ethan Gabrielse	Recreation Aide	Rec. Dept.	May 9, 2017
Benjamin Gappmayer	Sub. Educational Assistant	N/A	April 27, 2017
Alaina Gedemer	Recreation Aide	Rec. Dept.	May 9, 2017
Margaret Gentine	Recreation Aide	Rec. Dept.	May 9, 2017
Tamara Gruenke	Recreation Aide	Rec. Dept.	May 9, 2017

Raymond Hagerman	Recreation Aide	Rec. Dept.	May 9, 2017
Brooke Halverson	Educational Assistant	Madison	June 8, 2017
Connor Harrison	Recreation Aide	Rec. Dept.	May 9, 2017
Brooke Herbert	Recreation Aide	Rec. Dept.	May 9, 2017
Jonathan Hess	Assistant Football Coach	North	May 1, 2017
Brandon Hintz	Assistant Boys' Soccer Coach	North	May 30, 2017
Elaheh Jabbarifard	Sub. Educational Assistant	N/A	May 31, 2017
Benjamin Johnson	Recreation Aide	Rec. Dept.	May 9, 2017
Caitlin Jurk	Recreation Aide	Rec. Dept.	May 9, 2017
Calie Kaiser	Recreation Aide	Rec. Dept.	May 9, 2017
Kara Kaltenbrun	Recreation Aide	Rec. Dept.	May 9, 2017
Grant Klotzbeucher	Recreation Aide	Rec. Dept.	May 9, 2017
Kay Knaub	Recreation Aide	Rec. Dept.	May 9, 2017
Jessica Kolb	Recreation Aide	Rec. Dept.	May 9, 2017
Mark Kooistra	Recreation Aide	Rec. Dept.	May 9, 2017
Cassandra Krueger	Recreation Aide	Rec. Dept.	May 9, 2017
Andrew Kundinger	Head Wrestling Coach	South	May 16, 2017
Matthew Lawrence	Recreation Aide	Rec. Dept.	May 9, 2017
Samuel Leannah	Recreation Aide	Rec. Dept.	May 9, 2017
Willa Leannah	Recreation Aide	Rec. Dept.	May 9, 2017
Natalie Locke	Recreation Aide	Rec. Dept.	May 9, 2017
Maxine Lodel	Recreation Aide	Rec. Dept.	May 9, 2017
Sophia Ly	Recreation Aide	Rec. Dept.	May 9, 2017
Matthew Mair	Recreation Aide	Rec. Dept.	May 9, 2017
Alexis Markowski-Boerst	Recreation Aide	Rec. Dept.	May 9, 2017
Morgan Mersberger	Recreation Aide	Rec. Dept.	May 9, 2017
William Munns	Recreation Aide	Rec. Dept.	May 9, 2017
Adam Murray	Recreation Aide	Rec. Dept.	May 9, 2017
David Nagode	Recreation Aide	Rec. Dept.	May 9, 2017
Paige Nelson	Assistant Volleyball Coach	South	May 2, 2017
Emily Onsager	Recreation Aide	Rec. Dept.	May 9, 2017
Carson Ostermann	Recreation Aide	Rec. Dept.	May 9, 2017
Betsy Otten	Recreation Aide	Rec. Dept.	May 9, 2017
Aesha Patel	Recreation Aide	Rec. Dept.	May 9, 2017
Tammy Pautz	Recreation Aide	Rec. Dept.	May 9, 2017
Evan Pfeifer	Recreation Aide	Rec. Dept.	May 9, 2017
Trevor Pockat	Recreation Aide	Rec. Dept.	May 9, 2017
John Raff	Recreation Aide	Rec. Dept.	May 9, 2017
Samuel Raff	Recreation Aide	Rec. Dept.	May 9, 2017
Mark Rakow	Recreation Aide	Rec. Dept.	May 9, 2017
Lindsay Raleigh	Recreation Aide	Rec. Dept.	May 9, 2017
Lucas Raleigh	Recreation Aide	Rec. Dept.	May 9, 2017
Tanner Reklaitis	Recreation Aide	Rec. Dept.	May 9, 2017
Kristen Rigney	Recreation Aide	Rec. Dept.	May 9, 2017
Robert Rigoulot	Recreation Aide	Rec. Dept.	May 9, 2017
Tamara Ringel	Recreation Aide	Rec. Dept.	May 9, 2017
Kate Ristow	Recreation Aide	Rec. Dept.	May 9, 2017
Asha Ritchie	Recreation Aide	Rec. Dept.	May 9, 2017
Samantha Roelse	Recreation Aide	Rec. Dept.	May 9, 2017
Morgan Rohde	Recreation Aide	Rec. Dept.	May 9, 2017
Kyana Sabelko	Recreation Aide	Rec. Dept.	May 9, 2017
Monica Samsin	Recreation Aide	Rec. Dept.	May 9, 2017
Timothy Scharrer	Recreation Aide	Rec. Dept.	May 9, 2017
Katherine Schoch	Recreation Aide	Rec. Dept.	May 9, 2017
Kirk Schuchardt	Recreation Aide	Rec. Dept.	May 9, 2017
Jeremy See	Recreation Aide	Rec. Dept.	May 9, 2017
Trisha Shear	Noon Supervisor	Grant	May 1, 2017
Robyn Siporski	Recreation Aide	Rec. Dept.	May 9, 2017
Tatum Spevacek	Recreation Aide	Rec. Dept.	May 9, 2017

Karlie Tetschlag	Assistant Girls Basketball Coach	North	May 11, 2017
James Van Akkeren	Head Boys' Swim Coach	South	May 16, 2017
MacKenzie VandenHeuvel	Recreation Aide	Rec. Dept.	May 9, 2017
Nicole VanDerSande	Noon Supervisor	Wilson	May 23, 2017
Brandy Vonpanya	Recreation Aide	Rec. Dept.	May 9, 2017
Maurice Vreeke	Recreation Aide	Rec. Dept.	May 9, 2017
Cristin Wassink	Sub. Noon Supervisor	Grant	May 1, 2017
Colton Wickland	Recreation Aide	Rec. Dept.	May 9, 2017
Kristin Wishman	Teacher	Urban	May 12, 2017
Eric Witterholt	Recreation Aide	Rec. Dept.	May 9, 2017
Chong Yang	Recreation Aide	Rec. Dept.	May 9, 2017
Dylan Zastrow	Recreation Aide	Rec. Dept.	May 9, 2017
Shamus Zenk	Recreation Aide	Rec. Dept.	May 9, 2017
Alisha Ziegler	Recreation Aide	Rec. Dept.	May 9, 2017

### 3. Internal Administrative Transfer

From the committee meeting:

Dr. Hein questioned if Ms. Griffiths received her degree and Ms. Holschbach responded that she does have an administrative license. ESAA will no longer have a Dean of School position.

The following internal transfer for administrative position has been granted:

Susan Griffiths	Dean of School, ESAA	Principal, ESAA	July 1, 2017
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### 4. Leave of Absence

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Samet to approve the following request for personal leave of absence without compensation. All ayes. Motion carried unanimously.

Tiffany Carman	Educational Assistant	Jackson	Semester 1 of the 2017-2018 School Year
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### 5. Retirements

From the committee meeting:

Moved by Ms. Pothast, seconded by Dr. Hein to grant the following requests to retire and the employees be recognized for his/her years of service per board policy. All ayes. Motion carried unanimously.

Dale Billmann	Painter	Facilities Services	27.3 years of service
Sheri Kane	Educational Assistant	Madison	29.5 years of service

### 6. Support Staff Handbook Changes

Moved by Mr. Gallianetti, seconded by Ms. Pothast to approve the Human Resource Committee's recommendation to approve the changes to the Support Staff Handbook. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Pothast to approve the recommended changes to the Support Staff handbook as presented. All ayes. Motion unanimously.

Ms. Holschbach reviewed the Support Staff Handbook changes which consisted of a revision to Section 8 Earned Time Off (ETO) which clarifies that personal leave needs to be used by June 30 of that school year as it does not carry-over into the following year if not used; revision to Section 15 Workday which includes vacation in calculating overtime or compensatory time.

## C. FACILITIES/RECREATION/THEATRE COMMITTEE

Moved by Mr. Burg, seconded by Mr. Mancl to approve the Facilities/Recreation/Theatre Committee's recommendation to approve agendas item #2 and #3. All ayes. Motion carried unanimously.



Moved by Mr. Burg, seconded by Ms. Martin to approve the Facilities/Recreation/Theatre Committee’s recommendation to approve agendas item #4 and #5. All ayes. Motion carried unanimously.

1. Referendum Projects Update

From the committee meeting:

Mr. Albright provided an update on the building additions occurring at Cleveland Elementary School as a result of the referendum.

2. Sheboygan Theatre Company’s Financial Report

From the committee meeting:

Moved by Mr. Whelton, seconded by Ms. Martin to accept the Sheboygan Theatre Company’s Financial Report for the period of April 1-30, 2017. All ayes. Motion carried unanimously.

Mr. Koehler provided the Sheboygan Theatre Company report and noted that ticket sales are not included in the Youth Workshop budget line item. Ms. Martin would like to see a separate line item for youth theatre and community education workshops. Mr. Mancl asked if the District is responsible for the STC’s budget should they not have enough funds and Mr. Koehler clarified that they have a fund balance and should that be depleted then those discussions would need to occur.

3. Community Recreation Department Financial Report

From the committee meeting:

Moved by Mr. Whelton, seconded by Ms. Martin to accept the Community Recreation Department Financial Report for the period of April 1-30, 2017. All ayes. Motion carried unanimously.

Mr. Koehler reported they have approximately \$150,000 to carry over into the fund balance.

4. Facility Permit Report

From the committee meeting:

Mr. Koehler presented the Facility Permit Report for the period of May 1-31, 2017 for information.

**D. FINANCE & BUDGET COMMITTEE**

Moved by Mr. Samet, seconded by Mr. Whelton to accept the Finance and Budget Committee’s recommendation to approve agenda items #1, #2, #3, #4, and #5. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Mr. Whelton, seconded by Mr. Burg to approve 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 YEARS	4,453,675.89		528,037.88	925,638.01
CAPITAL IMPROVEMENTS 2016-17				
Asbestos	35,000.00		8,151.25	26,848.75
Assessments	70,000.00		12,305.17	57,694.83
Auditoriums	10,000.00		10,000.00	0.00
Blacktop	90,000.00		1,983.04	88,016.96

Bleachers	10,000.00		0.00	10,000.00
Door Hardware	43,000.00		0.00	43,000.00
Electrical	15,000.00		0.00	15,000.00
Facilities Upgrades	280,000.00		790.00	279,210.00
Fence	20,000.00		0.00	20,000.00
HVAC	37,000.00		0.00	37,000.00
Lighting Upgrades	12,000.00		0.00	12,000.00
Plumbing	20,000.00		0.00	20,000.00
Roofs	400,000.00		0.00	400,000.00
Building Envelopes	60,000.00		0.00	60,000.00
	<u>1,102,000.00</u>		<u>33,229.46</u>	<u>1,068,770.54</u>
Total Fund 41	5,555,675.89	105,765.46	3,561,267.34	2,100,174.01

2. Statement of Cash Flow

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Statement of Cash Flow through April 2017. All ayes. Motion carried unanimously.

3. Revenues and Expenditures Reports

From the committee meeting:

Moved by Mr. Whelton, seconded by Dr. Hein to approve the Revenue & Expenditures reports through April 2017. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Budget Revisions and Budget Transfers of Appropriation through April 2017. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 3/31/2017</b>	<b>Revised Budget 4/30/2017</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	<b>0.00</b>	<b>0.00</b>	0.00
<b>Local Sources</b>			
210 Taxes	<b>28,132,505.00</b>	<b>28,132,505.00</b>	0.00
260 Non-Capital Sales	278,525.00	278,525.00	0.00
270 School Activity Income	80,800.00	80,800.00	0.00
280 Interest on Investments	60,800.00	60,800.00	0.00
290 Other Revenue, Local Sources	<b>442,907.25</b>	<b>442,907.25</b>	0.00
<b>Subtotal Local Sources</b>	<b>28,995,537.25</b>	<b>28,995,537.25</b>	0.00
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	<b>2,147,927.00</b>	<b>2,147,927.00</b>	0.00
<b>State Sources</b>			
610 State Aid -- Categorical	799,543.00	799,543.00	0.00
620 State Aid -- General	75,910,779.00	75,910,779.00	0.00
630 DPI Special Project Grants	68,360.00	68,360.00	0.00
640 Payments for Services	75,000.00	75,000.00	0.00
650 Student Achievement Guarantee in Education	1,772,383.67	1,772,383.67	0.00

660 Other State Revenue Through Local Units	20,000.00	20,000.00	0.00
690 Other Revenue	2,783,290.00	2,783,290.00	0.00
<b>Subtotal State Sources</b>	<b>81,429,355.67</b>	<b>81,429,355.67</b>	0.00
<b>Federal Sources</b>			
710 Transit of Aids	86,434.00	86,434.00	0.00
730 DPI Special Project Grants	1,209,426.01	1,209,426.01	0.00
750 IASA Grants	2,298,945.00	2,298,945.00	0.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	803,522.00	803,522.00	0.00
<b>Subtotal Federal Sources</b>	<b>4,398,327.01</b>	<b>4,398,327.01</b>	0.00
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	<b>0.00</b>	<b>0.00</b>	0.00
<b>Other Revenues</b>			
960 Adjustments	17,840.00	17,840.00	0.00
970 Refund of Disbursement	150,000.00	150,000.00	0.00
990 Miscellaneous	458,674.00	458,674.00	0.00
<b>Subtotal Other Revenues</b>	<b>626,514.00</b>	<b>626,514.00</b>	0.00
<b>TOTAL REVENUES</b>	<b>117,597,660.93</b>	<b>117,597,660.93</b>	0.00

	<b>Revised Budget 3/31/17</b>	<b>Revised Budget 4/30/17</b>	<b>Budget Increase (Decrease)</b>
<b>EXPENDITURES</b>			
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	24,176,398.07	24,172,912.07	-3,486.00
120 000 Regular Curriculum	29,836,437.33	29,826,990.69	-9,446.64
130 000 Vocational Curriculum	2,664,174.89	2,666,141.89	1,967.00
140 000 Physical Curriculum	3,191,139.06	3,184,678.06	-6,461.00
160 000 Co-Curricular Activities	1,202,241.70	1,202,333.70	92.00
170 000 Other Special Needs	439,480.90	439,480.90	0.00
<b>Subtotal Instruction</b>	<b>61,509,871.95</b>	<b>61,492,537.31</b>	-17,334.64
<b>Support Sources</b>			
210 000 Pupil Services	5,061,818.33	5,062,421.33	603.00
220 000 Instructional Staff Services	3,488,666.87	3,488,820.87	154.00
230 000 General Administration	2,013,024.06	2,012,923.06	-101.00
240 000 School Building Administration	7,312,508.43	7,306,809.07	-5,699.36
250 000 Business Administration	14,529,528.55	14,543,108.55	13,580.00
260 000 Central Services	4,884,055.25	4,905,277.16	21,221.91
270 000 Insurance & Judgments	947,162.00	947,162.00	0.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	22,165.24	22,165.24	0.00
<b>Subtotal Support Sources</b>	<b>38,258,928.73</b>	<b>38,288,687.28</b>	29,758.55
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	13,635,709.21	13,636,220.21	511.00
430 000 Instructional Service Payments	8,656,395.00	8,665,653.00	9,258.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00

<b>Subtotal Non-Program Transactions</b>	<b>22,292,104.21</b>	<b>22,301,873.21</b>	9,769.00
<b>TOTAL EXPENDITURES</b>	<b>122,060,904.89</b>	<b>122,083,097.80</b>	22,192.91

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 3-31-17</b>	<b>Revised Budget 4-30-17</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>21,093,313.21</b>	<b>21,084,829.21</b>	-8,484.00
100 000 Instruction	17,121,405.44	17,121,524.44	119.00
200 000 Support Services	3,799,581.77	3,790,978.77	-8,603.00
400 000 Non-Program Transactions	172,326.00	172,326.00	0.00
<b>TOTAL EXPENDITURES</b>	<b>21,093,313.21</b>	<b>21,084,829.21</b>	-8,484.00

5. Confirmation of Sale of 2016 House Construction Project

From the committee meeting:

Moved by Mr. Whelton, seconded by Dr. Hein to approve the RESOLUTION, by the Board of Education of the Sheboygan Area School District, confirming the authority of the Board of Education to sell the residential property at 5105 Green Meadow Place, Sheboygan, WI in the amount of \$300,300 which was owned by the school district and was no longer needed for school purposes. All ayes. Motion carried unanimously.

Mr. Brahan reported that the anticipated closing date is mid-July as there are still a few back-ordered items that need to be completed. Mr. Burg asked how much the expense was and Mr. Brahan responded the expenses have not been completely tallied; however, the District did make money, some years more than others. The project was a little more costly due to the teacher transition. Mr. Brahan added they are further along with next year's house construction project. Mr. Brahan noted the District works with Steve and Judy Opgenorth with the sale of the house in which the District receives a less than normal rate. Mr. Brahan further added that Mr. Opgenorth is very helpful in promoting the program and helping with contacts. He added that next year there will be a representative from Werner Homes and Habitat for Humanity on the House Construction Advisory Board.

6. Fund Balance Designation

Moved by Mr. Samet, seconded by Mr. Burg to approve the Finance and Budget Committee's recommendation to approve fund balance designations within the current fiscal year. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Burg, seconded by Mr. Whelton to approve administration's recommended fund balance designations within the current fiscal year as presented. All ayes. Motion carried unanimously.

Mr. Samet noted that this is a Governmental Accounting Standards Board (GASB) requirement and the District is not "locked" into these designated numbers. Mr. Boehlke reviewed the administration's recommended Fund 10 balance designations to meet the requirement before the end of the fiscal year on June 30. He highlighted that in November, administration will propose designations based on the actual fund balance totals and have more of a discussion. Administration will then come forward twice with recommendations with the second time being for approval.

7. Tabulation of Bids

Moved by Mr. Samet, seconded by Ms. Martin to approve the Finance and Budget Committee's recommendation that administration be authorized to purchase camera systems for 40 busses in the amount of \$87,864 from Pro-Vision Video Systems which includes installation. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Whelton, seconded by Dr. Hein to approve administration's recommendation that it be authorized to purchase camera systems for 40 busses in the amount of \$87,864 from Pro-Vision Video Systems which includes installation. All ayes. Motion carried unanimously.

Mr. Boehlke explained that \$100,000 was budgeted from the recent referendum for this purpose under safety items. Mr. Boehlke highlighted that Pro-Vision was the higher bid but is being recommended because the viewing angle up

front is wider and is crucial as it captures out the bus door and many accidents happen up and down the steps. Also, the front view captures the bus driver and the front pathway of the bus. A seconded camera is placed further back of the bus and captures the back half of the bus which is important and the third camera captures the drivers' point of view. Another reason Pro-vision is being recommended is that they offer a 60 month warranty and the other bids offer a 36 month warranty.

8. Salary Budget Discussion

From the committee meeting:

Mr. Samet indicated that he and Mr. Boehlke met to discuss the current teacher salary schedule and the 2017-18 proposed salary increases and goals moving forward. Mr. Samet expressed that often there is discussion from board members or administration as to why the District cannot do certain interventions. He explained the SASD teacher salaries are approximately five percent above average. Prior to Act 10, the teacher union did a good job negotiating and incorporating salary schedule steps. Mr. Samet talked about the teachers at the top of the schedule and noted that they are an important priority; however, those teachers have benefitted prior to pre-act 10. Mr. Samet noted this item is on the agenda to get feedback on eliminating steps so it does not take so many years to get from the bottom of the salary schedule to the top; such as every five years they would jump steps. Mr. Boehlke reviewed the teacher salary schedule and noted that the employees at the top are most competitive in the State and the employees at the bottom were raised at the starting schedule so are now comparable. He noted that the biggest feedback Ms. Holschbach receives when presenting potential new hires the salary schedule is that there are so many steps to reach the top. Next year, administration would like to possibly start pulling some steps. Mr. Boehlke added that administration did inform the teacher meet-and-confer that reviewing the salary schedule steps would be an agenda item. Mr. Whelton questioned if every year teachers go up a step and Mr. Boehlke responded that the steps in column A and column B (steps 0-8) are required steps. Steps 9-30 increase \$1000 every year. Administration talked about in between steps 9-30 and taking every fifth step out costing them out again in the fall. He added that it may not be possible to do every fifth step in the first year, but this would be brought back to the committee to work through it. Dr. Hein questioned if there is a correlation between columns as far as master/bachelor degrees as requirements and Mr. Boehlke responded that it is based around the professional development license, and when they get a second license from the Department of Public Instruction (DPI) they bump up, not based on education but based on DPI licensure and a cut score and positive evaluation to move forward. Also, last year Mr. Harvatine created the Teacher Development Institute (TDI) and when they complete this they would move another step. Mr. Boehlke added that 26 teachers graduated this spring from the TDI. Mr. Burg suggested that if there is a formal proposal it should go through the Committee of the Whole (COTW) or Human Resources as Ms. Holschbach meets with the teacher meet-and-confer. There was discussion regarding giving the 174 teachers above the top, \$78,408 salary raises as to not to lose these teachers. Mr. Samet indicated this item was included on the Finance and Budget Committee agenda and as that committee looks at spending district funds and receives information as to why the salary schedule change is being proposed will not become an action item unless administration decides they want to present to the teacher meet-and-confer.

9. Gifts

Moved by Mr. Samet, seconded by Mr. Whelton to accept the Finance and Budget Committee's recommendation to accept all gifts to the District, approving those \$2500 and greater. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Whelton, seconded by Dr. Hein to accept all gifts to the District, 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	Frank G. & Frieda K. Brotz Foundation, Inc.	Recreation Dept	500.00
Monetary	Heid Music	SASD Instructional Services (Purchase needed instruments)	1,000.00
Monetary	Muth Mirror Systems, LLC	Red Raider Robotics	1,000.00
Books(Memorial Gift)	Mrs. Genevieve Seefeldt	Grant Elementary School	500.00
Monetary	The Vollrath Company, LLC	Red Raider Robotics	1,000.00
Monetary	Kilty LLC (Chad Kilton)	South	696.00
Monetary	FK Bemis Family Foundation	Sheboygan Theatre Company	1,000.00

Monetary	Janet R. Ross Living Trust of 1996	Sheboygan Theatre Company	500.00
Monetary	Wally and Tracy Waldhart	Sheboygan Theatre Company	500.00
Monetary	Dan and Jackie Blindauer	Sheboygan Theatre Company	100.00
Monetary	Masters Gallery Foods, Inc.	Sheboygan Theatre Company	500.00
Monetary	Fran Fintzen	Sheboygan Theatre Company	50.00
Monetary	Mary & Joel Lubbers	Sheboygan Theatre Company	300.00
Monetary	Barbara J. Mueller	Sheboygan Theatre Company	150.00
Monetary	Virginia Radloff	Sheboygan Theatre Company	40.00
Monetary	Patrick Radovan	Sheboygan Theatre Company	50.00
Monetary	Vincent Sonntag	Sheboygan Theatre Company	100.00
Monetary	Randy & Barb Olm	Sheboygan Theatre Company	50.00
Monetary	Richard Daehnert	Sheboygan Theatre Company	100.00
Monetary	Angela Daron	Sheboygan Theatre Company	51.70
Monetary	George & Julie Grinde	Sheboygan Theatre Company	203.40
Monetary	Michael Huibregtse	Sheboygan Theatre Company	62.85
Monetary	Susan/Jim/Ben Johnson	Sheboygan Theatre Company	100.00
Monetary	Robert & Barbara Ramm	Sheboygan Theatre Company	25.00
Monetary	Rick & Mary Ann Waldbauer	Sheboygan Theatre Company	50.00
Monetary	William & Patricia Wetzel	Sheboygan Theatre Company	75.00
Monetary	Marilyn Heinemann	Sheboygan Theatre Company	50.00
Monetary	Chris Hembel	Sheboygan Theatre Company	100.00
Monetary	Steve & Pat Schmidt	Sheboygan Theatre Company	25.00
Monetary	William & Shirley Schultz	Sheboygan Theatre Company	1,000.00
Monetary	David Schulz	Sheboygan Theatre Company	25.00
Monetary	David & Beverly Fischer	Sheboygan Theatre Company	50.00
Monetary	Barbara Hembel	Sheboygan Theatre Company	100.00
Monetary	Delores Lorenz	Sheboygan Theatre Company	36.70
Monetary	Bill & Jean Worth	Sheboygan Theatre Company	250.00
Monetary	Wendy Young	Sheboygan Theatre Company	25.00
Monetary	Paul & Tammy Corson	Sheboygan Theatre Company	50.00
Monetary	Robert Gutschow	Sheboygan Theatre Company	50.00
Monetary	Curtis & Kristine Hancock	Sheboygan Theatre Company	50.00
Monetary	Cristel Hodges	Sheboygan Theatre Company	25.00
Monetary	Stan & Sharon Sixel	Sheboygan Theatre Company	50.00
Monetary	Coleen Allee	Sheboygan Theatre Company	62.85
Monetary	Jim & Lynn Glavan	Sheboygan Theatre Company	50.00
Monetary	Carol Miller	Sheboygan Theatre Company	50.00
Monetary	Michele Nordhagen	Sheboygan Theatre Company	25.00
Monetary	Donald Schrank	Sheboygan Theatre Company	50.00
Monetary	Mike & Chris Short	Sheboygan Theatre Company	25.00
Monetary	Jamie Thomas	Sheboygan Theatre Company	25.00
Monetary	Phil & Audrey Waitkus	Sheboygan Theatre Company	25.00
Monetary	Ted & Randa Albert	Sheboygan Theatre Company	123.40
Monetary	Maribeth Burtard	Sheboygan Theatre Company	25.00
Monetary	Ellen Cheney	Sheboygan Theatre Company	65.00
Monetary	Jim & Irene Effertz	Sheboygan Theatre Company	50.00
Monetary	Jim & Vonnie Huibregtse	Sheboygan Theatre Company	100.00
Monetary	Arthur & Mary Lou Kiehl	Sheboygan Theatre Company	50.00
Monetary	Roberta May	Sheboygan Theatre Company	100.00
Monetary	Dennis & Donna Moyer	Sheboygan Theatre Company	50.00
Monetary	Ronald & Janelle Mueller	Sheboygan Theatre Company	125.00
Monetary	Jason Shockley	Sheboygan Theatre Company	1,000.00
Monetary	Warren Wunsch	Sheboygan Theatre Company	46.80
Monetary	Jackie/Dan/Alex Blindauer	Sheboygan Theatre Company	100.00
Monetary	Ken & Barbara Brooks	Sheboygan Theatre Company	50.00
Monetary	Patricia Heckmann	Sheboygan Theatre Company	100.00
Monetary	Charles & Ruth Ann Kolb	Sheboygan Theatre Company	100.00
Monetary	Robert Lammers	Sheboygan Theatre Company	50.00
Monetary	Robert & Penny Margrett	Sheboygan Theatre Company	100.00

Monetary	Mike Hodzinski (MRH Contracting)	Sheboygan Theatre Company	35.00
Monetary	Ronald F. Mueller	Sheboygan Theatre Company	125.00
Monetary	Wayne & Mary Novak	Sheboygan Theatre Company	25.00
Monetary	Wayne Orsted	Sheboygan Theatre Company	100.00
Monetary	Donna Mae Ringel	Sheboygan Theatre Company	50.00
Monetary	Derek & Melissa Schukow	Sheboygan Theatre Company	25.00
Monetary	Richard & Janice Schukow	Sheboygan Theatre Company	25.00
Monetary	Mary Kay Vincent-Samet	Sheboygan Theatre Company	25.00
Monetary	Paul & Rae-Ellen Weber	Sheboygan Theatre Company	100.00
Monetary	Linda McCabe	Sheboygan Theatre Company	73.40
Monetary	City of Sheboygan	Sheboygan Theatre Company	100.00
Monetary	Matt & Denise Klett	Sheboygan Theatre Company	100.00

For Action

Monetary	Acuity Charitable Foundation	South/IT Pathway/Computer Science Pathway	35,000.00
Various pans/covers/ Stock pots/scoops/measuring cups & spoons	The Vollrath Company, LLC	South/Culinary Dept.	12,347.00
Monetary	Nemak	Red Raider Manufacturing	10,000.00
Monetary	Frank G. & Freida K. Brotz Family Foundation, Inc.	Sheboygan Theatre Company	2,500.00
Monetary	Kohler Foundation, Inc.	Sheboygan Theatre Company	2,500.00

**E. COMMITTEE OF THE WHOLE**

1. Presentation of the 2017-2018 Preliminary Budget

From the committee meeting:

Moved by Mr. Whelton, seconded by Mr. Samet to approve the preliminary budget for the 2017-2018 fiscal year as presented. Motion carried 8-1. (Mancl-no)

Mr. Boehlke explained that the 2017-2018 proposed preliminary budget is the same as was presented at the May 23, 2017 Regular Board meeting. He pointed out that under the 40 funds the preliminary budget shows the total revenues at \$10 million but the projected expenditures at \$18 million because the District borrowed \$20 million of the \$29 million referendum this fiscal year and the expenditures fall next year. The remaining \$9 million will be borrowed next fiscal year. Mr. Gallianetti questioned if the increase to the co-curricular programs was for the existing programs and Dr. Sheehan responded it is geared more towards career and readiness co-curricular programs such as Red Raider Robotics. This is not for enhancing the current co-curricular programs but to get students who are not involved into programs of interest. Mr. Boehlke noted that the amount for other post-employment benefits (OPEB) budgeted the same even as retirees fall from the health benefits and monies from this will go towards back funding. Mr. Mancl highlighted that if the Board had not approved offering all employees the health reimbursement account (HRA) there would have been a reduction in the budget. Mr. Boehlke responded there would not have been a savings in 2017-18 but it would have dropped down in 2021 and eventually would have gone to \$0 but now will eventually go down to \$1 million which will always be an OPEB budget line item. Dr. Sheehan added in future years this line item will be reduced from \$ 4million to \$1 million, which is saving money. Mr. Mancl questioned if OPEB will cost more in future years and Mr. Boehlke responded OPEB is a defined contribution and gets Board approval, the contribution is controlled. Mr. Mancl questioned if there is a plan if state aid is more than \$150 and Mr. Boehlke responded yes, but administration is only asking for approval based on the \$150 state aid. He highlighted any adjustments would require Board approval. Mr. Mancl asked for clarification of the pay increase for teachers, administrators, and support staff and if it is at a straight one percent. Mr. Boehlke clarified administrators and support staff would be a straight one percent, but the total teacher step increases would come to 1.46 percent. Mr. Mancl asked if each teacher receives \$1000 step increase and Mr. Boehlke responded yes, except those moving from column A to column B and Mr. Mancl responded that some are receiving more than one percent and Mr. Boehlke responded that was correct. Mr. Mancl further questioned the \$500 increase for the teachers at the top of the salary schedule and how administration came up with that total expense as it does not add up and Mr. Boehlke responded that not all are 1.0 teachers. Mr. Mancl expressed his concern that the teachers are getting more than one percent and some significantly more and that from the information provided to the Board regarding comparables, the teacher salaries are at the top. Mr. Boehlke noted that the \$500 increase to the teachers frozen at the top is less than one percent. Mr. Mancl further expressed his concern of the administration increase at one percent when acknowledging their salaries are lacking significantly by

the comparables provided to the Board. He talked about his concern of the support staff only receiving a one percent increase which is disproportionate when comparing support staff and administrative salaries. He further added he could support a higher increase for support staff versus the \$500 for those teachers capped. Mr. Gallianetti stated either the Board needs to determine to invest in staff or not and we wanted to address those teachers at the top and that is what this budget is allowing.

2. Moved by Mr. Whelton, seconded by Dr. Hein to adjourn at 8:10 p.m. to Closed Session per Wisconsin State Statutes 19.85(1)(c) – To discuss specific internal administrative personnel relative to district assignments. A roll call vote was taken and motion carried unanimously. (Burg, Whelton, Hein, Samet, Mancl, Reinthaler, Pothast, Gallianetti, Martin)
3. Moved by Mr. Whelton, seconded by Ms. Pothast to reconvene to Open Session at 9:23 p.m. All ayes. Motion carried unanimously.
4. Moved by Ms. Pothast, seconded by Mr. Gallianetti to adjourn at 9:24 p.m. All ayes. Motion carried unanimously.

#### **F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Hazardous Review Committee – Moved by Mr. Burg, seconded by Ms. Martin to approve recertification of the currently designated hazardous areas for the 2017-2018 school year. All ayes. Motion carried unanimously.
2. Heritage School - Ms. Martin reported that there were some issues with the clarity of the sign; however, it has been resolved. A special recognition was to be planned for Ms. Schreiber; however, she was unable to attend so a card was sent on behalf of the committee along with a special book that is being published. They are also in the final process with the Apple Awards.
3. Sheboygan Public Education Foundation – Mr. Jones was unable to attend due to a work commitment so they will be invited back in September or October. Mr. Samet reported this was the most successful year for the fundraising with the Diploma Dash. They reviewed some of the issues that were not overly critical but plan to adjust for next year. October 20, 2017 is the next fundraising event. Dr. Sheehan thanked those board members who participated in the Diploma Dash event.

#### **COMMUNICATIONS**

Communications received were noted.

#### **FUTURE MEETING DATES**

July 25, 2017 - Committee meetings at 6:00 p.m. and Regular Board of Education meeting beginning at 6:30 p.m.;  
August 8, 2017 – Committee meetings beginning at 6:00 p.m.; August 22, 2017 – 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 6:30 p.m. pursuant to Wisconsin State Statutes Sec. 19.85(1)(c) – To discuss specific internal administrative personnel relative to district assignments. A roll call vote was taken and carried unanimously (Burg, Whelton, Samet, Mancl, Reinthaler, Pothast, Gallianetti, Martin).

Moved by Mr. Whelton, seconded by Ms. Samet to reconvene to Open Session at 7:47 p.m. All ayes. Motion carried unanimously.

Moved by Mr. Burg, seconded by Ms. Pothast to adjourn at 7:48 p.m. All ayes. Motion carried unanimously.



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