

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

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, April 25, 2017**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 25th day of April at 6:30 p.m. in the Board of Education room, 830 Virginia Avenue, Sheboygan, WI. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Reinthaler called the meeting to order at 6:39 p.m.

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

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

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

APPROVAL OF MINUTES

Moved by Mr. Mancl, seconded by Ms. Pothast to approve the Regular Board of Education meeting minutes of March 28, 2017. All ayes. Motion carried unanimously.

DIPLOMA

Moved by Ms. Pothast, seconded by Mr. Mancl to approve the Curriculum and Instruction Committee's recommendation to award a high school diploma to Austin Lorge, South High School class of 2016. All ayes. Motion carried unanimously.

RECOGNITION

Mr. Larry Samet was recognized for his 20 years of service to Wisconsin public school students on behalf of the Wisconsin Association of School Boards.

STUDENT REPRESENTATIVES

Mr. Nestler-Johnson, Warriner High School student representative talked about the many fieldtrips students have taken this quarter and that the National Honor Society is hosting a food drive at Warriner Middle/High Schools. Ms. Marissa Goetsch was a Herb Kohl Initiative Scholar receiving \$10,000. He also reported that students are job shadowing which has been tailored to their personal interests.

Ms. Staats, IDEAS Academy student representative commented that students are in their final stretch of the creation phase of their projects. May 23-25, 2017 will be their final presentations at the John Michael Kohler Arts Center. Students have been taking several fieldtrips to Madison to visit colleges and attended a national conference in Wisconsin Dells, Wisconsin to observe presentations similar to what they do at IDEAS Academy. Ms. Staats commented that as a district of choice students are encouraging collaboration with other students and teachers. Ms. Staats also reported that she was the recipient of a National Security Language Initiative scholarship sending her to Morocco to study Arabic. Her future plans are to study linguistics and perhaps do some research. Ms. Staats will be attending Macalester College in St. Paul, Minnesota.

Mr. Nennig, Central High School student representative spoke about people who make things better for students and that Roxanne Reedyk is the central foundation of Central High School. She is the first person most students meet and often tells students there is no challenge they cannot overcome with hard work and determination. May her new journey bring her much joy and happiness.

COMMUNITY INPUT

Ms. April Moreno, 1121 Huron Avenue, Sheboygan – In February, began Youth Empowered in the Struggle regarding immigrant rights. She is an undocumented student and wants to address issues regarding immigrants and wants to present a resolution for students who attend the Sheboygan Area School District. She is a Deferred Action for Childhood Arrivals (DACA) recipient and has concerns as a result of it.

Ms. Emily Jose-Camarillo, 647 Westview Street, Cleveland, WI – She is a daughter of parents who immigrated to Sheboygan many years ago. Based on the new laws of the United States they live in fear. Her parents work at a farm which is a very unsafe job but is the best they can do. Many youth live in the same situation. She thanked the school board and knows they have good hearts.

Ms. Luz Ruiz, 1418 North 11th Street, Sheboygan, WI – She crossed as an immigrant around the age of three until the age of twelve. Her father spent hours and everything he could do to become a United States citizen. They all have dreams they are trying to reach and want the school board to put stereotypes aside and hear what they have to say. They would like to put their resolution on a future school board agenda and Ms. Reinthaler responded they should submit their requests to the Office of the Superintendent for review.

Mr. Elliott Magers, 73 Lincoln Avenue, Sheboygan, WI – He is the Organizing Director for Voces de la Frontera/Youth Empowered in the Struggle and commented that the resolution that was referenced was passed unanimously by Milwaukee Public Schools and is being presented in the Racine Unified School District and other districts with less enthusiasm. He added that there are already policies in the District protecting students; however, none show protection of immigrant students and will ensure protection of immigrant students. He noted the District needs policies to explain how they will react to law enforcement. District policies also do not reference federal immigration and he would like something written that staff will not call immigration.

SUPERINTENDENT'S REPORT

Dr. Sheehan provided his report which included the string festival. He talked about David Kohler who provided a business update which included key achievements of Kohler and their commitment to sustainability, and Senator Johnson who spoke during the First Friday Forum. He also provided an update on Books on Bikes and the President's Award for Educational Excellence Ceremony which recognizes fifth grade students for their academic achievement and hard work.

MISCELLANEOUS

A. Student Mental Health Services

Mr. Nebel shared practices that the District has in place as well as opportunities and challenges that the District faces to meet the needs of students. He referred to the attachment provided and that there are recent initiatives through the State to provide more support so the timing is right to have this conversation. Several representatives from the pupil services team met to discuss the ongoing mental health needs of students and developed a plan to move forward. The Mental Health Services Committee will meet monthly to determine ongoing needs and assess methods/strategies for students and professional development opportunities for staff. Future plans are to have more staff trained. A flow chart was developed that outlines current practices to address mental health needs and to focus on what the District is doing well. New initiatives include the Northshore Clinic which is a private agency providing counseling services at Jefferson Elementary School and the PATH Program which provides counseling services at IDEAS Academy and MOSAIC through the United Way. The challenges the District faces is the ability for families and students to access appropriate mental health services within the community which often is a result of insurance coverage or lack of. Engaging parents in the treatment plan and follow through also continues to be a challenge. Adequate staffing needs to be addressed and collaboration with outside agencies to successfully reintegrate students back into the school setting following treatment or hospitalization continues to be difficult. Other concerns with mental health include allowing school personnel to hire their own services regardless of insurance rather than contracting out; however, that is a legislative issue yet to be addressed. Mr. Mancl commented that if state law changes and there is a funded mandate to have coordinated positions that would be a different conversation. Dr. Hein spoke about the mental health initiative in Brown County and that the District should consider reviewing that model. Mr. Gallianetti commented that in the interest of trying to have a comprehensive program, he would look to administrative staff to review options and then present to the school board their recommendations. He further noted that talking about goals and objectives makes sense, but building the program should be recommended by the administrative staff. Ms. Reinthaler is envisioning this as being part of the Board strategy at the June Planning Session (perhaps including it into the Strategic (Long-Range) Plan.

B. Rental of Garden Plots on East Taylor Drive Property

Moved by Mr. Mancl, seconded by Mr. Samet to approve rental of the garden plots on the east property of the Taylor Drive site previously used by the Hmong Association.

Mr. Whelton amended the motion to approve rental of the garden plots on the east property of the Taylor Drive site previously used by the Hmong Association and also to approve administration's recommendation to develop a Request for Proposal to be distributed to area non-profits indicating the availability of garden plots for rent. All ayes. Motion carried unanimously.

Mr. Boehlke reported that administration wanted to get a sense from the Board on using the land on the east property of the Taylor Drive site for garden plots. The Hmong Association is interested in renting again but they are questioning whether the school board would want to open it up to other groups. Something needs to be done with the land as a result of the wetlands situation. Ms. Reinthaler asked how much the wetlands have grown and Mr. Albright responded that since 2007 there were about 3.5 acres which has now increased up to 5 acres in ten years. Ms. Pothast asked about Optimist Park which is the the Hmong Association and Mr. Albright commented that it had not been discussed whether that would be open to other partners. He added that the District would not want too many organizations in an effort to not have to control it. The Request for Proposals would be published in the paper explaining the process and are done annually.

C. First Robotics World Competition

Moved by Mr. Gallianetti, seconded by Mr. Burg to approve North High School Red Raider Robotics students to travel to St. Louis, Missouri, April 26-29, 2017 to compete in the First Robotics World competition. All ayes. Motion carried unanimously.

It was noted that the number of chaperones should be eight.

D. Adoption (Second Reading) of Revised Board of Education Policy 9140.01 – Citizens Advisory Committee – Friends of Heritage School Council

Moved by Ms. Pothast, seconded by Mr. Whelton to approve the Curriculum and Instruction Committee's recommendation for the adoption (second reading) of revised Board of Education Policy 9140.01 – Citizens Advisory Committee – Friends of Heritage School Council. All ayes. Motion carried unanimously.

E. Superintendent Search Options

Moved by Mr. Burg, seconded by Mr. Samet to direct administration to create a Request for Proposal for an executive search firm for the replacement of the Superintendent. Mr. Burg withdrew his motion.

Dr. Sheehan reported that this is a discussion the school board needs to have and laid out the three options which are internal appointment, Department of Human Resources (internal) search or an external search firm. The benefit of a search firm is they have the ability to have more people apply for the position. Ms. Martin understood that the Board had previously discussed internal appointment and had agreed that was not an option. Mr. Gallianetti commented that the Board did not have consensus. After some discussion regarding next procedures this item will be discussed at a future board meeting.

F. Annual Planning Session

Dr. Sheehan reminded school board members if they have items for the agenda they should send them to his office.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Pothast, seconded by Mr. Whelton to approve agenda items #2, #3, and #4. All ayes. Motion carried unanimously.

1. Diploma (See above)

From the committee meeting:

Moved by Ms. Martin, seconded by Mr. Madden to award a high school diploma to Austin Lorge, South High School class of 2016. All ayes. Motion carried unanimously.

2. Education for Homeless Children and Youth (EHCY) Grant

From the committee meeting:

Moved by Mr. Madden, seconded by Ms. Martin to approve administration's request to submit a grant application for the Education for Homeless Children and Youth (EHCY) Program Grant in the amount of \$50,000 annually for three years. All ayes. Motion carried unanimously.

Mr. Harvatine reported that the District has been previously awarded this grant in 2012 and that the grant will terminate at the end of this school year. Mr. Mees provided the rationale of the grant which is to help alleviate educational barriers for children and youth experiencing homelessness under the McKinney-Vento Homeless Assistance Act and will help to further assist with the District's continued effort to develop activities and programming to better serve the homeless population.

3. Alcohol and Other Drug Abuse (AODA) Grant

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Ms. Martin to approve administration's request to submit a grant application for the Alcohol and Other Drug Abuse (AODA) Grant in the amount of \$25,000 annually for three years. All ayes. Motion carried unanimously.

Mr. Harvatine provided an overview of the grant request and noted that the data on the grant is recent data and that the Youth Risk Behavior Survey results will also be coming back to the school board for future discussions. Mr. Haulotte provided a background of Screening, Brief Intervention, and Referral to Treatment (SBIRT) which is used to identify, reduce, and prevent alcohol, tobacco, and other drugs and can also be used for mental health concerns. The benefit of SBIRT is that it is very structured and generates and attracts data. The details of how the District is going to participate are still under development. Mr. Haulotte further commented that he would like the District to hire a part-time SBIRT Coordinator to help with the work. Ms. Martin asked what personnel will be trained and Mr. Haulotte responded that counselors 6-12 would undergo that training. There will be extra space for school psychologists and others as well. Ms. Martin asked about the quarterly reports and who will be receiving them and Mr. Haulotte noted they would be provided to the school board.

4. 21st Century Community Learning Centers (CLC) Grant

Ms. Martin asked for clarification with regards to the grant writer and Mr. Harvatine responded that in previous years the District had its own grant writer but due to budget cuts the position was eliminated. As a result, we retain a grant writer.

From the committee meeting:

Moved by Mr. Madden, seconded by Ms. Martin to approve administration's recommendation to submit grant applications for the 21st Century Community Learning Centers (CLC) Grant in the amount of \$145,000 annually for five years for Jefferson Elementary School and Madison Elementary School, and \$140,000 annually for five years for Central High School. All ayes. Motion carried unanimously.

Mr. Harvatine reported that these are federally funded grants and the District has had success in writing this grant in the past. He further commented that the District is looking at students and families in poverty and this round of grants is for schools who are receiving Title I funding. There were more schools interested, but the decision was to limit the number of schools this year so we have a methodical plan for all our Title I schools to be able to access these dollars as they are five year renewable grants. Mr. Pethan noted that this grant would allow Jefferson Elementary School to put funds back into their budget and that how they bring the community into the learning center is a big part of the grant. The focus on the program is not just for the kids but for the parents to be able to enrich their lives or make their lives better. Mr. Ledermann reported that with this grant Madison Elementary School will be able to build their students through their academics and also provide them some nourishment as well. Mr. Klein reported that Central High School has offered a night school program for many years with more than 200

students graduating as a result. He would like to increase the program to have more parent involvement and part of that is to increase the hours, as well as provide bus tokens for the students. Ms. Martin asked for clarification on the due date of the grant and Mr. Harvatine responded they were due earlier than the Board is seeing them because of the short notice of the grant. Ms. Martin added that the Board be careful with approving grants after they have already been applied for. Ms. Martin also mentioned the grant writer which Mr. Harvatine responded is retained by the District for the year but is not paid an additional percentage unless the grant is successful.

5. 2016 Carol M. White Physical Education Program (PEP) Grant

From the committee meeting:

Mr. Harvatine introduced Ms. Finney and Mr. Hinze who is the new middle school athletic director. Mr. Hinze provided his professional background and personal interests. He has been reaching out to area schools to start coordinating competitive sports with local teams. He is also working on writing an athletic code for the middle schools in cooperation with the athletic directors. They have partnered with Nourish who helps teachers in the classroom with different ideas on how to get nutrition out to the students. Nourish may bring their own food into the schools and are working with developing curriculum for our teachers and how to support them. Ms. Pothast asked to clarify the areas/towns that already offer middle school athletics and Mr. Hinze responded Kiel, Manitowoc, New Holstein, Plymouth, and Sheboygan Falls. Ms. Pothast also would like to receive an update on the progress of the middle school sport program throughout the course of the year; however, the timing of when the report would be received is to be determined. Ms. Martin asked what types of sports will be offered and Mr. Hinze responded there will be many, but until they have the student survey completed the amount of options may reduce or could become intramurals.

B. HUMAN RESOURCES COMMITTEE

Moved by Dr. Hein, seconded by Mr. Burg to accept the Human Resource Committee’s recommendation to approve agenda items #1, #3, and #4. All ayes. Motion carried unanimously.

Moved by Dr. Hein, seconded by Mr. Whelton to accept the Human Resource Committee’s recommendation to approve agenda items #5 and #6. All ayes. Motion carried unanimously.

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

1. Appointments

From the committee meeting:

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

ADMINISTRATOR

Nathan Hinze	Athletic Director	UW - Oshkosh	Master’s Degree
Oshkosh, WI	Student & Instructional Services	No Admin. Experience	\$63,000.00

Mr. Hinze has been hired as Middle School Athletic Director of Farnsworth, Horace Mann, and Urban Middle Schools effective April 3, 2017. This position is part of the Physical Education Program (PEP) Grant. Mr. Hinze has been a Middle School Athletic Director for the Ripon School District since 2011. He has a Bachelor of Science in Education degree from UW-Whitewater and a Master of Science in Educational Leadership from UW-Oshkosh. He was one of seven candidates interviewed.

EDUCATIONAL ASSISTANTS

Mary Eder	Cleveland	April 3, 2017	\$12.86 per hour
Tammy Mae Lor	Horace Mann	March 13, 2017	\$12.25 per hour

NOON SUPERVISORS

Thomas Frick	Lincoln-Erdman	March 9, 2017	\$7.47 per hour
Melanie Gutschow	Madison	April 3, 2017	\$7.47 per hour
Elissa Ladwig	ESAA	March 20, 2017	\$7.47 per hour
Scott Rammer	Wilson	March 7, 2017	\$7.47 per hour
Migdalia Villalobos	Sheridan	March 9, 2017	\$7.47 per hour

SECRETARY

Julie Xiong Recreation Department March 13, 2017 \$15.00 per hour

STUDENT LIFEGUARD

Nathan Groves South February 27, 2017 \$7.25 per hour

SUBSTITUTE EDUCATIONAL ASSISTANTS

Maria Alvarez
Benjamin Gappmayer
Tristan Koss
Renee Richardson
Yer Yang

SUBSTITUTE TEACHERS

Daniel Dielentheis Physics, ages 10-21
Joshua Hammen Broad Field Science, Physics, Chemistry, Earth and Space Science, ages 10-21
Callie Nonnemacher Degreed, Non-Certified Substitute
Mary Jo Wehmeyer Regular Education, ages birth – 11

EXTRA PAY FOR EXTRA SERVICE (COACH/ADVISOR)

North

Tyler Biederwolf Internal Candidate Head Boys’ Cross Country \$2,743.00
David Kostichka** External Candidate Assistant Boys’ Track \$2,743.00
Stephen Scharrer* Internal Candidate Assistant Boys’ Track (50% Job Share) \$1,375.50
Elizabeth Zimmerman** External Candidate Assistant Girls’ Softball \$2,743.00

South

Mark Jacobs Internal Candidate Assistant Boys’ Golf (50%) \$686.00
Craig Senglaub** External Candidate Assistant Softball (50%) \$1,371.50
John Willadsen* ** External Candidate Assistant Boys’ Tennis \$2,057.00

RECREATION DEPARTMENT

Colleen Machut Curriculum Designer February 22, 2017 \$21.46 per hour
Maria Platz Lifeguard February 16, 2017 \$9.00 per hour

*Relative of SASD employee

**Not a SASD employee

2. Resignations

From the committee meeting:

The following resignations have been granted:

Justin Bingham Head Girls’ Basketball Coach South March 6, 2017
Ron Chase Teacher Farnsworth June 9, 2017
Donna Donoval Teacher Warriner Middle/High June 9, 2017
Mary Eder Substitute Educational Assistant N/A April 3, 2017
Rodney Ellison Assistant Boys’ Track Coach North March 9, 2017
Carri Gabrielse Teacher Early Learning Center June 9, 2017
Jason Gershmehl Substitute Teacher N/A March 15, 2017
Carrie Govek Connect4Success Advisor North April 3, 2017
Ernesto Matus Assistant Boys’ Track Coach North January 25, 2017
Kimberly Pudwill Educational Assistant North April 7, 2017
Amy Raml Substitute Teacher N/A March 15, 2017
Michael Rank Head Boys’ Basketball Coach South March 7, 2017
Scott Rice Head Football Coach South March 24, 2017
Timothy Sandee After School Advisor Mosaic March 3, 2017
Pritzi Smith Noon Supervisor Cooper March 20, 2017
Sigrid Splinter Psychologist Early Learning Center June 30, 2017

Christopher Terbrueggen	Substitute Teacher	N/A	March 15, 2017
Ana Trimberger	Teacher	Sheridan	June 9, 2017
Jon Wellna	Substitute Teacher	N/A	March 15, 2017
Ann Wusterbarth	Substitute Teacher	N/A	March 13, 2017

3. Retirement

From the committee meeting:

Moved by Mr. Samet, seconded by Ms. Reinthaler to approve the following request to retire and the employee be recognized for his years of service per board policy. All ayes. Motion carried unanimously.

Steven Rautmann Custodian Pigeon River 22.9 years of service

4. Rescinding Retirement

From the committee meeting:

Moved by Mr. Samet, seconded by Ms. Reinthaler to approve the request from the following employee to rescind his Board-approved retirement based on personal reasons. All ayes. Motion carried unanimously.

Jamie Berlin Teacher South 30 years of service

5. Support Staff Handbook Changes

From the committee meeting:

Moved by Mr. Samet, seconded by Ms. Reinthaler to approve administration's recommended changes to the Support Staff Handbook as presented. All ayes. Motion carried unanimously.

Ms. Holschbach presented the recommended changes to the Support Staff Handbook. The committee was in agreement with the changes to the following documents: Section 8 Earned Time Off, Sick Leave and Personal Leaves of Absences, Section 12 Benefits, Section 13 Early Retirement Benefits, Section 15 Workday.

6. Teacher Handbook Changes

From the committee meeting:

Moved by Mr. Samet, seconded by Ms. Reinthaler to approve administration's recommended changes to the Teacher Handbook as presented. All ayes. Motion carried unanimously.

Ms. Holschbach presented the recommended changes to the Teacher Handbook. The committee was in agreement with the changes to the following documents: Section 8 Paid Leaves of Absence, Section 9 Part-Time Teachers, Section 13 Benefits, Section 15 Teacher Discipline, Section 17 Teacher Vacancies, Assignments, Reassignments, and Transfers, and Displacements, Section 18 Job Sharing, Section 19 Staff Reduction, Section 20 Probation, Section 25 Parent Conferences, Teacher Job-Share Request Form.

Dr. Hein questioned if there is a consistency to schools for parent conferences and Ms. Holschbach responded that the individual schools can set up their schedules. She added the schools must have five hours in the evening after school time. Dr. Hein asked how many employees currently job share and Ms. Holschbach responded there are currently three job share positions so a total of six employees. Dr. Hein asked if there is possibility of increasing this number and Ms. Holschbach responded yes; however, both individuals have to be employees of the District.

7. District Calendar for 2017-2018 School Year

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Mr. Samet to approve the revised 2017-2018 school year calendar. All ayes. Motion carried unanimously.

Ms. Holschbach reported that the number of days taught was short one day. She added that the past several years' school has started on September 1, and the 2017-18 school year does not start until September 5. To make this day up, administration is suggesting a school day on President's Day, which is February 19, 2017.

8. District Calendar for 2018-2019 School Year

Mr. Gallianetti commented on the issue with staff returning this year on January 2 and how many staff were upset they had to return to work. He wants to be sure administration carefully reviews that decision in the future but also realizes that other alternatives may not be the better option.

From the committee meeting:

Moved by Ms. Reinthaler, seconded by Mr. Samet to approve the 2018-2019 school year calendar. All ayes. Motion carried unanimously.

9. Retirement Health Reimbursement Account (HRA)

Ms. Holschbach noted that this should be a benefit of all staff regardless of their start date. She further noted that the Human Resources Committee discussed and supported to bring it to the full board for further discussion.

From the committee meeting:

Ms. Holschbach reviewed the executive summary which explained the request by the teacher meet and confer group to offer a retirement health reimbursement (HRA) contribution to current and future employees who have been hired since July 1, 2013. Ms. Holschbach explained that any hires after June 30, 2013 currently do not receive an HRA contribution or any other early retirement benefit. She added the teacher meet and confer group expressed that they felt this will help the District to retain and attract employees. Previously, employees who met the District's early retirement requirements were able to stay on the District insurance plan until they reached Medicare eligibility by continuing to pay an employee premium share. The annual cost to fund this retirement benefit was \$4 million. That plan has changed to a defined contribution plan starting July 1, 2013 in which the District contributes a set dollar amount for each year of service into a Retirement Health Reimbursement Account (HRS) for current employees, hired before July 2013, who are eligible for the district health plan. Employees are no longer able to stay on the District health plan except through COBRA provisions. The \$4 million continues to be budgeted for retiree health care for back funding employees. The District has a plan in place for back-funding the employee years of service that occurred prior to the 2013-14 year with an anticipated date of July, 2021 for the completion of the back-funding. The retiree health budget would continue to be reduced each year until it reaches \$0 in 2049-50. If it is determined to add this group (eligible hires after June 30, 2013) then those employees would have to be back-funded and that would push the anticipated completion date of back funding until July, 2024. The retiree health budget would never get to \$0 but would level off at \$1 million. Dr. Hein questioned if this will go to the full board and Ms. Holschbach added administration wanted to first get a sense of what the committee thought. She added she spoke with Mr. Mancl and he was concerned about committing this expense for future boards. Ms. Reinthaler noted that pre-Act 10 the Board was committing for future boards. Mr. Samet suggested at looking at different insurance models such as Health Savings Accounts (HSA). Mr. Boehlke indicated the benefit's committee have HSA's on the agenda and are informed of what can be done with HRA's versus HSA's, as well as discuss two tiers with having a higher deductible plan.

C. FACILITIES/RECREATION/THEATRE COMMITTEE

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

1. Sheboygan Theatre Company Season Updates

From the committee meeting:

Mr. Berger provided an update and that the season has been great artistically but difficult fiscally. One thing the Sheboygan Theatre Company is confronting along with most non-profit companies is that season subscriptions are changing so they are trying to come up with some solutions. With the help of their new treasurer they have put together a much more fiscally safe budget. Rather than doing five big ambitious shows the STC will do four really great shows which include Cabaret, A Lyrical Christmas Carol, Romeo and Juliet, and The Secret Garden. There has been an expansion of the educational opportunities and it is the STC's hope that continues to grow. Studio Players will continue to offer second-stage theatre which will include The Rocky Horror Show, Hand to God, and God of Carnage. There will also be a one-hour musical for kids. Mr. Berger added the STC is trying to tighten their belts to keep their product good so they keep their base coming back. Mr. Burg asked what realistic numbers he is referring to with the budget and Mr. Berger responded that they are going to project off last year's subscription numbers. They have managed to work off a lower budget. Ms. Martin asked if the STC is working on new strategies and Mr. Berger responded constantly. He added they vastly grew their social media but it did not translate into higher ticket sales.

2. Sheboygan Theatre Company’s Financial Report

From the committee meeting:

Moved by Ms. Pothast, seconded by Ms. Martin to accept the Sheboygan Theatre Company’s financial report for the period of February 1-28, 2017. All ayes. Motion carried unanimously.

Mr. Koehler reported the Sheboygan Theatre Company is working well within their budget and have a great group of committee members with knowledge in many areas. Ms. Martin asked about the numbers of what is anticipated and actual when it comes to the plays and notes her concerns that it will be difficult to make up the difference if what Mr. Berger has indicated does not occur. Mr. Koehler commented there are sponsorships for the shows and it is like playing the lottery to know what ticket sales you are going to get. There is a selection group that chooses the plays and who also tries very hard to not let royalties influence their decision. Mr. Koehler noted that having four shows balanced the budget in the past. Ms. Martin asked if Mr. Berger is planning on doing a child production each year and Mr. Koehler responded yes.

3. Community Recreation Department Financial Report

From the committee meeting:

Moved by Ms. Pothast, seconded by Ms. Martin to accept the Community Recreation Department Financial Report for the period of February 1-28, 2017. All ayes. Motion carried unanimously.

Mr. Koehler reported the Community Recreation Department may have a carryover in their fund balance.

4. Facility Permit Report

From the committee meeting:

Mr. Koehler presented the Facility Permit Report for the period of March 1-31, 2017 for information. He added that there were some carryovers that will appear on the April report.

D. FINANCE & BUDGET COMMITTEE

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

Moved by Mr. Samet, seconded by Mr. Samet to accept the Finance and Budget Committee’s recommendation to approve agenda item #5. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the Capital Projects fund for audit. All ayes. Motion carried unanimously.

Mr. Albright talked about current projects being worked on in the district such as asbestos, black topping, tuck-pointing to the chimney at the Central Administration building. Lockers are being repainted at Horace Mann, and five or six new bathroom partitions at Farnsworth, Urban and Horace Mann. Mr. Samet if this work was part of the \$280,000 facility upgrades and Mr. Albright responded yes. Mr. Burg questioned if there will be a separate line item included for referendum projects? Mr. Boehlke questioned if he wanted to see expenditures to date and Mr. Burg responded yes the same as listed for capital projects. This would be helpful in knowing where the money is coming from such as capital improvement or fund balance or referendum monies. Mr. Samet added he would like to see revenue side like a cash balance side.

	Capital Projects Appropriation	Interest Earned To Date	Expenses To Date	Under Appropriation
CAP IMPROV PRIOR YEARS	4,453,675.89		3,470,802.97	982,872.92

CAPITAL IMPROVEMENTS 2016-17

a. Asbestos	35,000.00		8,151.25	26,848.75
b. Assessments	70,000.00		0.00	70,000.00
c. Auditoriums	10,000.00		0.00	10,000.00
d. Blacktop	90,000.00		1,983.04	88,016.96
e. Bleachers	10,000.00		0.00	10,000.00
f. Door Hardware	43,000.00		0.00	43,000.00
g. Electrical	15,000.00		0.00	15,000.00
h. Facilities Upgrades	280,000.00		0.00	280,000.00
i. Fence	20,000.00		0.00	20,000.00
j. HVAC	37,000.00		0.00	37,000.00
k. Lighting Upgrades	12,000.00		0.00	12,000.00
l. Plumbing	20,000.00		0.00	20,000.00
m. Roofs	400,000.00		0.00	400,000.00
n. Building Envelopes	60,000.00		0.00	60,000.00
	<u>1,102,000.00</u>		<u>10,134.29</u>	<u>1,091,865.71</u>
 Total Fund 41	 5,555,675.89	 103,016.30	 3,480,937.26	 2,177,754.93

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 February 2017. All ayes. Motion carried unanimously.

Mr. Boehlke noted the cash flow is \$5 million less than this time last year, partly due to Red Raider Manufacturing and higher health care expenses. A portion of the fund balance was also used for the fiber optic network. Mr. Boehlke noted that the District had two good years of health savings and that through December, for this fiscal year, about \$1.5 million was spent over our anticipated funding for health care expenses as far as claims. He added he is not concerned as it is a trend. The January and February report were just received and made up \$500,000 in those two months. Mr. Boehlke noted that spouses are now required to receive wellness points which resulted in many of them going to the doctor.

3. Revenues and Expenditures Report

From the committee meeting:

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

Mr. Boehlke highlighted the tax levy to equalization adjustment, which is listed under non-program transactions and is running at 42% this year compared to 39% at this time last year. One of the factors is due to a number of property tax charge-backs from the City. He added that we typically do have charge-backs but generally they are relatively small. This is when a company goes out of business and did not pay taxes, the District then has to give back those funds which is called a charge-back. He noted that a company had fought the assessment and won which caused their assessment to become much lower, and it was significant at \$436,000. The District can levy those funds next year.

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 February 2017. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	Revised Budget 1/31/2017	Revised Budget 2/28/2017	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	0.00	0.00	0.00

Local Sources			
210 Taxes	28,132,505.00	28,132,505.00	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	425,220.25	425,220.25	0.00
Subtotal Local Sources	28,977,850.25	28,977,850.25	0.00
Other School Districts Within Wisconsin			
340 Payments for Services	2,147,927.00	2,147,927.00	0.00
State Sources			
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
Subtotal State Sources	81,429,355.67	81,429,355.67	0.00
Federal Sources			
710 Transit of Aids	86,434.00	86,434.00	0.00
730 DPI Special Project Grants	1,182,484.01	1,209,112.01	26,628.00
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	853,142.00	803,522.00	-49,620.00
Subtotal Federal Sources	4,421,005.01	4,398,013.01	-22,992.00
Other Financing Sources			
860 Compensation, Fixed Assets	0.00	0.00	0.00
Other Revenues			
960 Adjustments	10,000.00	17,840.00	7,840.00
970 Refund of Disbursement	150,000.00	150,000.00	0.00
990 Miscellaneous	458,674.00	458,674.00	0.00
Subtotal Other Revenues	618,674.00	626,514.00	7,840.00
TOTAL REVENUES	117,594,811.93	117,579,659.93	-15,152.00

	Revised Budget 1/31/17	Revised Budget 2/28/17	Budget Increase (Decrease)
EXPENDITURES			
Instruction			
110 000 Undifferentiated Curriculum	24,132,368.78	24,137,374.57	5,005.79
120 000 Regular Curriculum	29,241,105.22	29,846,462.66	605,357.44
130 000 Vocational Curriculum	2,654,733.89	2,662,127.89	7,394.00
140 000 Physical Curriculum	3,191,691.06	3,191,521.06	-170.00
160 000 Co-Curricular Activities	1,205,940.00	1,204,920.00	-1,020.00
170 000 Other Special Needs	425,275.90	439,725.90	14,450.00
Subtotal Instruction	60,851,114.85	61,482,132.08	631,017.23

Support Sources			
210 000 Pupil Services	5,322,244.58	5,022,370.33	-299,874.25
220 000 Instructional Staff Services	3,443,002.87	3,474,984.87	31,982.00
230 000 General Administration	2,011,926.06	2,014,726.06	2,800.00
240 000 School Building Administration	7,462,444.90	7,406,533.60	-55,911.30
250 000 Business Administration	14,253,209.75	14,397,879.25	144,669.50
260 000 Central Services	4,754,667.51	4,718,437.35	-36,230.16
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	21,942.24	21,942.24	0.00
Subtotal Support Sources	38,216,599.91	38,004,035.70	-212,564.21
Non-Program Transactions			
410 000 Inter-fund Transfers	13,632,219.50	13,635,709.21	3,489.71
430 000 Instructional Service Payments	8,638,211.00	8,638,211.00	0.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00
Subtotal Non-Program Transactions	22,270,430.50	22,273,920.21	3,489.71
TOTAL EXPENDITURES	121,338,145.26	121,760,087.99	421,942.73

SPECIAL EDUCATION (FUND 27)	Revised Budget 1-31-17	Revised Budget 2-28-17	Change in Budget
TOTAL REVENUES	21,089,823.50	21,093,313.21	3,489.71
100 000 Instruction	17,117,915.73	17,121,405.44	3,489.71
200 000 Support Services	3,799,581.77	3,799,581.77	0.00
400 000 Non-Program Transactions	172,326.00	172,326.00	0.00
TOTAL EXPENDITURES	21,089,823.50	21,093,313.21	3,489.71

5. Gifts

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>
<i>For Information</i>			
Monetary/Gift Card	Festival Foods	Seniors in School	\$20.00
Monetary/Gift Card	Roundy's Supermarket	Seniors in School	50.00
Monetary	Thrivent Financial	Seniors in School	200.00
Leap Frog System	David/Julia Barber	James Madison	100.00
Paint (65 gallons)	Kohler Company	North High School	1,300.00
Flute and case	Melissa Luckjohn	James Madison	350.00
<i>For Action</i>			
Various equipment & Supplies	Hunger Task Force	School Nutrition Breakfast programs	38,000.00
Monetary	The Vollrath Company, L.L.C.	Red Raider Manufacturing	80,000.00
Monetary	Sheboygan County EDC	Red Raider Manufacturing	25,000.00
Yamaha Upright Piano	Kate Martin	North High School	2,500.00

E. COMMITTEE OF THE WHOLE

1. Sheboygan Area Youth Apprenticeship Program

From the committee meeting:

Ms. Holly, LTC Youth Apprenticeship Manager, explained that the Youth Apprenticeship (YA) program is a state created, directed and funded program which works through the Department of Workforce and provides Sheboygan area businesses the opportunity to work with high school juniors and seniors as they explore future careers. The program is aimed to give students career field experience by working with Sheboygan area employers. They spend part of the school day learning a skill and exploring a career as well as earning money and credits towards high school graduation. She added that students are required to work 450 hours throughout the academic year and must maintain good grades in school. She further added that during the YA experience students are provided a mentor at the work site who is their “go to” person. YA students are also able to take up to three credits per semester at LTC, which is paid for by the YA program; however, it needs to be relative to what they are doing within the YA program. Students have to go through an application process and interview. Ms. Holly noted that approximately 72% of the students stay at the company where they were working their youth apprenticeship. There are ten career fields, which are determined by the State. Mr. Markus McCallum, SHS student and Mr. Jacob Bartz, IDEAS student shared their experiences of participating in the YA program.

2. CESA 6 District Administrator Performance Evaluation System (DAPES)

From the committee meeting:

Dr. John Eickholt, CESA 6, provided a PowerPoint regarding the District Administrator Performance Evaluation System (DAPES), which is a professional evaluation system focused on growth that can be used by all School Boards to evaluate their District Administrator. DAPES also offers evaluations for support staff and teachers as well. Dr. Eickholt highlighted that approximately twenty school boards currently implement DAPES and training is customized one time training and \$350 for annual license and support fee. Ms. Reinthaler asked if there were some school board presidents she could contact that have implemented DAPES and Dr. Eickholt responded he would forward this information to Dr. Sheehan.

3. Flexible Scheduling (Flex Mod)

From the committee meeting:

Mr. Trimberger noted that the South High School flexible model schedule was approved by the Board in February, 2014. There were three components they wanted this scheduling option to provide: 1) increase interventions and enrichment opportunities for students within the school day 2) increase staff collaboration within the school day and increase rigor 3) foster a culture of accountability and responsibility. Mr. Formolo provided an update on the implementation, noting they are in the fourth semester of implementation. He talked about the 4% attendance dip, and the student responsibility piece. He added every absence is treated as a minor issue and students have to make up the time. He noted there is a similar distribution of students failing as prior to flexible scheduling. He spoke about how implementing flex mod has affected state achievement scores and they will continue to close the achievement gap. Mr. Formolo responded they continue to work through the attendance/tracking issues and are working with Skyward and another company who sells positive attendance software which reports where a student is supposed to be and where the student actually is in the building. Ms. Pothast expressed she would like to have the teacher thoughts on allowable conflicts included on the perception survey in the fall and also to include from a teacher perspective does flex mod still allow them to know the students. Ms. Reinthaler expressed her concern with the number of failing grades and would like to focus on improving this issue. Mr. Formolo noted that increasing the rigor has also increased this bar and he is working with literacy coach to look at ways to reach all levels.

4. Introduction (First Reading) of Revised Bylaw 0113 Boundaries – Elementary, Middle, and High School

From the committee meeting:

Moved by Ms. Pothast, seconded by Mr. Burg to approve the introduction (first reading) of revised Board of Education Bylaw 0113 – Boundaries; Elementary with changes noted for item #6 correcting the sentence ‘South along the center of Superior Avenue to the south side of 1335 County Road Y’ to read ‘South along the center of County Road Y to the south side of 1335 County Road Y’. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Mr. Burg to approve the introduction (first reading) of revised Board of Education Bylaw 0013-Boundaries; Middle School. All ayes. Motion carried unanimously.

Moved by Ms. Pothast, seconded by Mr. Burg to approve the introduction (first reading) of revised Board of Education Bylaw 0113 – Boundaries; High School. All ayes. Motion carried unanimously.

Mr. Harvatine noted the revisions are not changing school attendance areas but clarifying language and alignment. He explained the revisions, highlighting that there is a correction that needs to be made on the elementary boundary document which is item 6-Lincoln-Erdman, the sentence within the blue wording (revision) ‘South along the center of Superior Avenue to the south side of 1335 County Road Y’, should read ‘South along center of County Road Y to the south side of 1335 County Road Y. This correction will be noted when these bylaws are presented for the second reading.

5. Update on the 3306 Saemann Avenue, Sheboygan, Sheboygan, WI (Taylor Property)

From the committee meeting:

Dr. Sheehan informed the Board that he and Ms. Reinthaler had a short meeting with Aurora representatives and they have removed their offer to purchase the 3306 Saemann Avenue property. Ms. Reinthaler noted that Aurora had given them a press release that was embargoed until 6:45 p.m. Ms. Reinthaler then read the press release which included that Aurora had signed a letter of intent with Kohler Company to start the process to allow Aurora to build a replacement hospital and new outpatient surgery center and medical office building immediately east of Interstate 43 in the Village of Kohler. The release further announced that Aurora plans to make a total contribution of \$500,000 to the Sheboygan Area School District.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Breakfast – Dr. Sheehan reported that specific items have been pulled from the budget but they have yet to take out the \$200 per pupil amount. Mr. Samet commented that he is also hearing the possibility of taking transportation out of the general fund and should that be the case the District may not be able to count on the \$200 per pupil amount.
2. Human Growth and Development Committee – Mr. Burg reported the committee is going to try a quarterly rather than monthly meeting as there has not been much to discuss. Much of the work with this committee had been done in previous years.
3. Sheboygan Public Education Foundation – Mr. Samet reported that discussions centered around the Diploma Dash event on June 3, 2017. The Foundation also has a board member who lives in California who participates with the Foundation via Skype. Talks continue about getting something in place with alumni.

COMMUNICATIONS

Communications received were noted.

FUTURE MEETING DATES

May 9, 2017 Committee meetings at 6:00 p.m.; May 23, 2017 Regular Board of Education meeting with recognitions at South High School at 6:00 p.m.

ADJOURN

Moved by Mr. Whelton, seconded by Mr. Burg to adjourn at 8:52 p.m. to Closed Session per Wisconsin State Statutes Sec. 19.85(1)(c) to consider and take possible action regarding employment, promotion, compensation or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility which shall include consideration of administrative recommendations regarding the renewal, or non-renewal, of a teacher contract under Section 118.22 of the Wisconsin Statutes. A roll call vote was taken and carried unanimously. (Hein, Martin, Samet, Mancl, Gallianetti, Reinthaler, Pothast, Burg, Whelton)

Moved by Dr. Hein, seconded by Ms. Pothast to reconvene at 8:58 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Mr. Gallianetti, seconded by Ms. Pothast to adjourn at 8:59 p.m. All ayes. Motion carried unanimously.



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