April 4, 2016 5:30 p.m. Regular Meeting President Tyler Schmidt District Board Room – Shawano Community High School

PRESENT: Derek Johnson, Al Heins, Marcia Yeager, Bruce Milavitz, Tyler Schmidt, Michael Sleeper, Jay Jones, Diane Hoffman, Beth McFarlane,

President Tyler Schmidt called the meeting to order at 5:30 p.m. following a verification of quorum.

Mr. Schmidt invited community comments. Mrs. McFarlane spoke about April being Distracted Driving Month. She wanted to make everyone aware of the contract Leadership Shawano County has made available through a link on the District website and encouraged everyone to educate them on distracted driving.

SCHS Students who are involved in the play Charlie Brown came to invite the Board to attend one of their performances this week.

Dr. Mindy Frimodig, ad-hoc school start time committee member, commented on the school start time and the suspension of the decision.

Liz Radke-Petri, ad-hoc school start time committee member, commented on the school start time decision to suspend.

D. Hawk Way Award Presentation – There were none

E. Approval of Agenda – Mr. Milavitz moved to approve the agenda; Mrs. Yeager seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

F. Approval of Minutes of the March 7, 2016 Meeting – Mr. Heins moved to approve the minutes of the March 7, 2016 meeting; Mrs. McFarlane seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

G. Approval of Vouchers per Check Approval Report – Mrs. McFarlane moved to approve the vouchers per the Check Approval Report; Mrs. Yeager seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

II. Middle School Project – Jeff Easter provided information on the middle school remodel project including plans and the progress to date. Everyone is invited to the groundbreaking ceremony Thursday, April 14th at 3:00 p.m. outside of SCMS.

III. CESA 8 Contract for Services – The CESA 8 contract for 2016-17 school year services is presented for approval..

Mrs. McFarlane moved to approve the CESA 8 contract as presented; Mr. Jones seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

IV. Administrative Study – The Executive Board has reviewed the proposals to perform a study and recommend for approval. A narrative was included in the packet. Springstead Company will utilize three of their employees at a greater cost at $22,500 with the additional cost of up to $5,000 for travel expense which may be closer to $2,000.

Strategic HR Solutions is a one person company with a cost of $13,900. Discussion was held. Goal is to have study complete by July 1st.

Mr. Heins moved to go with Springstead for the administrative study; Mr. Sleeper seconded. Heins, Yeager, Milavitz, Schmidt, Sleeper, Hoffman, McFarlane, “aye”. Johnson, Jones, “no”. Motion carried.

V. 2016-2017 HSA-HRA – H3, Wellness Committee, and the Finance Committee has reviewed and recommend the HSA/HRA amounts of $1,000 and $1,000 for Family and Employee +1 and $500 and $500 for Single policies. This would have the requirement of the employee having the biometric physical exam with the spouse, if covered under the plan, also being required beginning in 2018.

Mr. Sleeper moved for approval of the recommendation for the HSA/HRA and accompanying responsibilities; Ms. Hoffman seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, “aye” motion carried.

VI. Early Retirement – The Executive Board and Finance Committee have discussed a variety of package options for our staff to help minimize district liability. Three individuals miss the turning 57 by a couple of months in 2019. Cost scenarios were reviewed with a tier 2A along with tier 3A being created. Approval is needed if the Board would like to change or keep status quo.

Ms. Hoffman moved to approve the recommendation with a tier 2A and tier 3A for early retirement; Mr. Heins seconded. Johnson, Heins, Yeager, Milavitz, Jones, Hoffman, McFarlane, “aye”. Sleeper, Schmidt abstained. Motion carried.

VII. Policies – First Read – The Policy Committee met and reviewed policies and has presented seven (7) for a first read. Another nine (9) policies have technical changes. The seven (7) policies will be presented at the next meeting for a second read and approval.

VIII. Donations – Dr. Jeff and Holly Zander have donated $549.00 to purchase an amplifier that Grammy award winning guitarist and legend, Chuck Loeb, endorsed, used and autographed. The amplifier will be used by the Shawano Community High School jazz band

Mr. Johnson move to accept the presented donation of $549.00 from Dr. Jeff and Holly Zander for the amplifier; Mrs. McFarlane seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, “aye” motion carried.

Senzig's Furniture and Appliance has donated a refrigerator valued at $799.00 for the concession stand located by the track at Shawano Community Middle School.

Mr. Heins moved to accept the donation of the refrigerator from Senzig’s for the concession stand by the track at SCMS; Mr. Milavitz seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, “aye” motion carried.

Mr. Cumberland reported on a grant received for the Puzzle Project of $500 from Curt Kenoke.

IX. Resignation – Two resignations are presented. Theresa Wilkinson and Brian Beyer both teachers at Olga Brener have submitted their letters of resignation effective the end of the school year.

Ms. Hoffman moved to accept the resignations of Theresa Wilkinson and Brian Beyer as presented; Mr. Sleeper seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

X. Superintendent's Report – Mr. Cumberland reported on the Wolf River Youth Apprentice Program, the calendar of events, a State assessment update and a salary compensation project update.

XI. Adjourn to Closed Session – Mr. Sleeper moved to adjourn to closed session per Wisconsin State Statute (1)(c) for employee salary and contract discussion; Mr. Heins seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried. Meeting adjourned to closed session at 6:55 p.m.

XII. Reconvene into Open Session and Take Action, if any, on Items Discussed in Closed Session – Meeting reconvened into open session at 7:58 p.m.

Dr. Johnson moved to accept the proposed changes to the directorship contracts which would include a pay increase of $4,611.65 between the Director of Buildings and Grounds and Director of Technology as presented; Mr. Milavitz seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

Mrs. Yeager moved to increase the support staff $.15/hour; Mrs. McFarlane seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

Mrs. McFarlane moved to increase the mid-management minus the Director of Buildings and Grounds and Director of Technology by $.15/hour; Mr. Jones seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

Mr. Sleeper moved to provide the Superintendent a lump sum of $19,090 to be distributed at the Superintendent's discretion among administrators as a one-time bonus for 2016-17 school year; Mr. Heins seconded. Heins, Sleeper, Jones, Hoffman, Schmidt, "aye". Johnson, Yeager, Milavitz, McFarlane, "no". Motion carried.

Mr. Johnson moved to approve the administrative contract changes as set forth in closed session; Mr. Milavitz seconded. . Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried.

XIII Adjourn – Ms. Hoffman moved to adjourn; Mr. Jones seconded. Johnson, Heins, Yeager, Milavitz, Schmidt, Sleeper, Jones, Hoffman, McFarlane, "aye" motion carried. Meeting adjourned 8:10 p.m.