S H A W A N O S C H O O L D I S T R I C T

May 20, 2019 5:30 P.M. Regular Meeting Vice President Michael Sleeper District Conference Room – Shawano Community High School

PRESENT: Alysia Pillsbury, Chris Gull, Michael Sleeper, Chuck Dallas, Diane Hoffman, Bruce Milavitz, Mart Grams.

ABSENT: Tyler Schmidt, Beth McFarlane

Vice President Michael Sleeper called the meeting to order at 5:30 p.m. in the District Conference Room following a verification of quorum.

Mr. Milavitz moved to adjourn the meeting to the Library; Mr. Dallas second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

The Board then moved to the SCHS Library and reconvened the meeting.

Pledge of Allegiance.

I.H. The Hawk Way Awards were presented to students who were peer mentors/coaches for the student athletes participating in the Goody Triathlon.

I.D. Community Comments:

Jeremy Hodkiewicz, 280 River Pine Dr., spoke as a representative of the Athletic Booster Club, asking the Board to move forward with the athletic facility improvement partnership. Vote is not in support of the project, but to let the process of the project to continue.

Matty Mathison, N6694 Forest Haven Road, wanted to reinforce what Jeremy mentioned. Vote is not about funding, dimensions, facility. It gives the community the opportunity to express their views and learn more.

I.E. Approval of Agenda – Mr. Dallas moved to approve the agenda; Ms. Hoffman second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

I.F. Approval of Minutes of May 6, 2019 Meeting – Mrs. Pillsbury moved to approve the minutes of the May 6, 2019 meeting; Mr. Grams second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

I.G. Approval of Vouchers per the Check Approval Report – Mr. Dallas moved to approve vouchers in the cumulative amount of $759,546.70 per the Check Approval Report; Mr. Milavitz second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

II. Youth Apprentice Update – Laura Warning, Youth Apprentice Program Coordinator, presented on the Wolf River Youth Apprentice Program.

III. Policy First Read – The Policy Committee reviewed policies (1130, 1400, 1422. 1662. 2260, 2270, 3120, 3122, 3140, 3230, 3362, 4122, 4230, 4362, 5113, 5517, 8330) and are presenting for the first read. Copies of the policies with changes were included in the packet.

IV. Support Staff Snow Days – The Finance Committee met and are recommending for the make-up snow days for school-term support staff that they can utilize available sick leave for the time missed.

Mr. Grams moved to approve the school-term support staff make-up snow days utilizing available sick leave for time missed; Mr. Milavitz second. Mr. Gull abstained. Pillsbury, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

V. Middle School Flooring Proposal – Jeff Easter, Director of Buildings and Grounds, spoke about the project of replacing flooring in the hallways at SCMS. Three different flooring companies submitted proposals to remove the existing and replace with new flooring. Would need approval to accept the proposal of $23,195.00 for JW Flooring.

Mr. Dallas moved to approve the flooring proposal of $23,195.00 from JW Flooring; Ms. Hoffman second. Mr. Grams abstained. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, "aye" motion carried.

VI. Truck Purchase Approval – Jeff Easter, Director of Buildings and Grounds, spoke of the damage to a District truck that was totaled. He is proposing getting a used single cab, 8 foot bed, four wheel drive, and ¾ ton truck. Would like a not to exceed of $20,000 to put on the extras needed such as a strobe light, etc. to get ready for plowing. Insurance will pay out $3,500.00 for the damaged truck. Discussion was held

Ms. Hoffman made a motion to purchase a truck not to exceed $20,000 with all of the additional equipment needed; Mr. Milavitz second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, "aye." Grams, "no." Motion carried.

VII. Recreation Center Partnership – The Board would need to approve going forward investigating the possibility of constructing a Recreation Center in partnership with the City of Shawano. Information on Fund 80 was provided. Action of working together as a partnership with the City of Shawano, does it make sense. Action tonight just to move forward and take next step to solicit community input. The School Board will need to take action after plans and community input. Then decide do we or don't we go to referendum. Discussion was held.

Mr. Milavitz made a motion for the Board to move forward in investigating the possibility of construction of a recreation center in partnership with the City of Shawano; Mr. Grams second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

VIII. 2019-2020 District Budget Draft Presentation – A draft of the 2019-20 District budget was presented. Mr. Dallas indicated we need to look at having a taped presentation to put on social media and a vehicle for comment.

IX. HSA Wellness Match Requirement – The H3 Committee presented a recommendation for consideration pertaining to wellness for staff members. Proposing that the physical requirement for the staff member and their spouse is only every other year with the Doctor verifying the individual does not need to have a physical every year.

Mr. Milavitz moved to modify the HSA requirements for a physical to every other year with the doctor signing to indicate a physical is not needed for the off year; Ms. Hoffman second. Gull abstained. Pillsbury, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

X. Coaching Salaries – The Finance Committee reviewed the proposal for the coaching staff increases for a total cost of $11,000. Joel Wondra presented information on his study and the proposed increases.

Mr. Grams moved to table the whole thing. No second to motion. Motion failed.

Ms. Hoffman moved to approve the increase for the coaching salaries and bring back information for the non-athletic co-curriculars to the Finance Committee; Mr. Grams second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

XI. Pay for Performance Update – Kelley Strike presented information from the Ad Hoc Committee and their recommendation for the Board to consider. Information was included in the Board packet. Two adjustments for now, beginning in July, staff will be limited to two vertical movements (100 points) per school year for salary advancement. PD points will continue to be cumulative, staff will not lose points and may earn as many points as they want within a given year. Also, the 50 points for the Master's program will be removed. Any staff in an approved master's program (by June 30, 2019) will be exempt from the two vertical movement limit and 50 point master completion limit. Deadlines for graduate credits will be imposed for each semester. No points will be awarded for late submission for approval.

Ms. Hoffman moved to accept the recommendations presented for the teacher salary advancement; Mr. Dallas second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

XII. Legislative Update – Michael Sleeper, Legislative Liaison, indicated he was told from a former legislator to take a breath and to wait this out regarding the budget.

XIII. Appointments/Resignations/Retirements – Seven appointments were presented for approval: Alicia Bartels – Science – SCMS, Taylor DePerry – Grade 2 – Hillcrest, Brady Hoffman – Math – SCMS, Allison Holtz – Kindergarten – Hillcrest, Stacey Homan – Technology Education – SCHS, Brooke Krieglstein – Grade 2 – Hillcrest, Matthew Pfantz – Choral Music – SCMS/SCHS along with resignations for Lucy Burr and for Todd Kleinhans.

Mr. Milavitz moved to approve the appointments and resignations as presented; Mrs. Pillsbury second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

XIV. Superintendent's Report – Mr. Cumberland summarized his report to include graduation, an update on the meeting with Studer Group regarding Strategic Planning and a conversation with Drew Howick regarding his services, and the determination by Kim Klister, Director of Pupil Services regarding adding another occupational therapist position and it not being one of the needs at this point.

XV. Adjourn to Closed Session – Ms. Hoffman moved to adjourn to closed session per Wisconsin State Statute 19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility specifically to discuss administrator staffing and administrator compensation; Mr. Milavitz second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried. Meeting adjourned to closed session at 7:44 p.m.

XVI. Reconvene into Open Session and Take Action, if any, on Items Addressed in Closed Session – The meeting reconvened into open session at 7:57 p.m.

Mr. Milavitz moved to accept the retirements of Gary Cumberland and Louise Fischer as presented in closed session and the creation of the Business Manager/Human Resource Director position; Mr. Grams second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried.

XVII. Wisconsin Association of School Boards Presentation – Dennis Richards, Search Consultant, and Roger Foegen, Search Consultant, from WASB presented information on their Superintendent Search Services.

XVIII. Adjourn – Mr. Grams moved to adjourn; Mr. Milavitz second. Pillsbury, Gull, Sleeper, Dallas, Hoffman, Milavitz, Grams, "aye" motion carried. Meeting adjourned 8:50 p.m.