

**SCHOOL DISTRICT OF CRIVITZ  
400 SOUTH AVENUE  
CRIVITZ, WISCONSIN 54114**

**OFFICIAL MINUTES**

Regular Meeting of the Board of Education.....February 19, 2014

- I. CALL TO ORDER: The regular meeting of the Board of Education was called to order by President Dama at 6:00 p.m.
- II. PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was recited.
- III. ROLL CALL: The following members were present: Michael Dama, Martha Neitzer, Tim McFadden, Lyle Cherry, Travis Mueller and Cory Sotka. Jane Meissner was absent. Others present: Patrick Mans, Superintendent; Jeff Baumann, High School Principal; Jeff Walsh, Elementary Principal; Linda Tarmann, Business Administrative Assistant; Jannie Marsolek, Administrative Secretary; Thomas White, Building, Grounds and Transportation Director; Jolene Huc, Community Ed Director and Student Council Rep. Billy Retza.
- IV. APPROVAL OF AGENDA: Motion by Neitzer, seconded by McFadden to approve agenda as presented. Motion carried 6-0.
- V. CONSIDER MOTION TO APPROVE CONSENT AGENDA
  - A. MINUTES OF REGULAR MEETING JANUARY 15, 2014
  - B. VOUCHERS
  - C. FINANCIAL REPORT

Motion by Neitzer, seconded by Mueller to approve consent agenda as presented, including financial report with vouchers 83841 – 84057 for a total of \$1,170,393.67, Fund 39 with voucher 1018 for a total of \$726,650.00, and Fund 60 with vouchers 163884 – 163902 for a total of \$8,207.69. Motion carried 6-0.

- VI. PUBLIC INPUT: There was no public input.
- VII. CORRESPONDENCE/RECOGNITION: Mr. Mans reported that the District received a nice e-mail from Paul Witt, the Beecher/Dunbar/Pembine Athletic Director, thanking our Athletic Director and event staff for how well events have been run. Also Mr. Dama and Mr. Cherry were presented with Certificates of Achievement and lapel pins from Wisconsin Association of School Boards for their recognition as Board members. The awards are presented recognizing time served on the Board and attendance to Board functions such as regional meetings or the annual School Board Convention, with points awarded for their participation. Mr. Dama reached Level 1 with 75 points, while Mr. Cherry reached Level 3 with 225 points.

## VIII. REPORTS

### A. ADMINISTRATIVE REPORTS

1. PATRICK MANS – SUPERINTENDENT: The Wisconsin Legislative Fiscal Bureau originally estimated a \$156.3 million dollar surplus due to increased tax collections for the 2013-2015 biennium. With tax collections up by 6.6%, the LFB is now estimating an \$856.4 million surplus. The Governor is proposing to use the surplus to fund property and income tax cuts which would amount to a property tax savings of \$130 for a homeowner with a \$150,000 home and a \$44 or \$58 (depending on marital status) income tax cut. It should be noted that a portion of the surplus could be used to replace some of the funding cuts to public education brought about by Act10/32. To this point, neither the Governor nor the Legislature has proposed such a use for any portion of the surplus. In the recent past, when addressing the state's budget deficit the Governor and members of the state legislature noted that K-12 public education consumed the largest share of the state's annual budget and therefore cuts had to be made to K-12 public education spending first. Now that there is a budget surplus, shouldn't K-12 public education also be considered first when determining how the surplus will be used? It is important to note that once public school districts have taken all of the measures allowed by the Act 10/32 collective bargaining changes to realize budgetary savings and there is nothing left to reduce or cut, unless there is a significant increase in funding from the state, the only way to maintain existing programs is to continuously go to the voters for operating referendums. This is certainly not ideal but may become necessary if local Districts wish to maintain the high quality educational system required to prepare our children to be productive members of our global economy and to encourage local economic development by providing a well educated workforce capable of supporting the local businesses as entrepreneurs, employees and consumers.

The second item to note is a school accountability bill working its way through the state legislature. The bill would require that public school districts in WI be graded with a letter grade of A-F. The current school report cards and metrics used to determine if schools are or are not meeting expectations is only 2 years old and were not designed to use A-F letter grades. The bill also would require the State Superintendent of Schools to label at least 5% of WI schools as failing annually. If a school was labeled as failing for three consecutive years it would be forced to contract with a charter management organization, effectively removing the local school Board's authority. This type of a reporting system unfairly impacts the state's economically disadvantaged areas. These are areas

with a high poverty rate based on the percentage of students on free or reduced lunch as studies have shown that poverty is perhaps the greatest indicator of poor academic performance. There would also be the unintended consequence of negative economic impact due to a school district receiving a poor grade on the state report card. For example, what would be the local negative economic impact of a school or district receiving a poor grade on the state's report card system when businesses or parents are looking to relocate and decide not to move into a community after viewing the school district's letter grade on the report card? This proposed change to the state's public school report card system is punitive and unnecessary. The one saving grace with this issue is that there does not appear to be the necessary support to get it through the legislature this session. However, it is likely to resurface in future sessions.

2. JEFF BAUMANN – HIGH SCHOOL PRINCIPAL: 34 sophomores took a tour of the NorthWoods lab in Wausaukee on Wednesday, January 29, to tour the facilities for the youth options classes that are held there through NWTC. The students greatly enjoyed the tour and had many questions about programs such as welding, electrical engineering, and nursing that are currently being offered in our partnership with Wausaukee High School and Pembine High School.

Mr. Johnson and I attended the annual Triton scheduling meeting along with the other principals and guidance counselors throughout the area. Each school lets the Triton coordinators know how many students will be taking Triton courses, and then the whole group hammers out a schedule of classes for the following school year. Currently, we have 17 students enrolled in Triton courses for the 2014-15 school year.

A financial aid meeting was held on Wednesday, February 5, at Wausaukee High School for seniors from both schools. Cindy Bailey from NWTC presented parents and students with information and procedures for financial aid applications. She held a question and answer session after her presentation. We have co-sponsored this event for a number of years and have found it to be a valuable source of information for seniors and their parents.

3. JEFF WALSH – ELEMENTARY/MIDDLE SCHOOL PRINCIPAL: On January 17, there were 19 males who had their heads shaved to help support Joey Pickett in his battle with brain cancer. After that, the students were challenged to go out and get pledges for the Pickett family and have their heads shaved. Between the two events, we raised over \$15,000 for the Pickett family. I would like to thank the following for their efforts in taking care of the hair cuts for 111 students and adults

during the two events: Ann Bendtschneider, Val Bevier from Tru Colors Salon, Rosanne Mergener from Gail's Silver Shears, Pete Marquis from Marquis Style Shop, Sue Rouse, Annabelle Hatton, and Pam Schroeder from Hello Beautiful, Alis Gross Brass Clippers Barber Shop, Cindy Johnson (independent), and Ali Hockers, Rachel Frazier and Amber Kamps from Unique Transitions. They were all sent thank you letters.

Elementary and Middle school Cheerleaders competed at a national tournament in Minnesota on the weekend of the February 7. Both of the teams finished in second place.

The second Parent/Teacher Conference is being held as we speak. Hopefully they are well attended and productive for students and parents alike.

Today during our in-service we again were helping bring the staff up to speed on the upcoming educator effectiveness project. We are doing a dry run of the program to get the teachers comfortable with the documentation and the software that they will be doing in the future for their teacher evaluation cycles.

4. TOM WHITE - BUILDINGS, GROUNDS & TRANSPORTATION DIRECTOR: *Budget:* I have finished work on my budget for the 2014-2015 school year. Some projects that we hope to accomplish under this budget are: removing the asbestos tile from the elementary cafeteria and replacing it with new vinyl tile to match the new tile that was installed last summer; replacing at least one section of hallway tile at the high school; replacing more carpets in elementary areas, e.g. band/chorus rooms and some 3 story classrooms. *Safety Committee meeting:* Our safety committee met on Monday, February 10<sup>th</sup>. Regulations require that we meet to discuss safety issues and review any injuries or accidents that have occurred since the last meeting. Other items of discussion included recommendations by our compliance monitoring firm, emergency item kits, conducting another lockdown drill, and committee goals. *Chemicals:* Chem-eyes, a group deployed by our insurance company, found several hazardous chemicals in the high school that need to be disposed of. I am working with the Brown County Port and Resource Recovery Department to properly transport and dispose of these chemicals.
5. JOLENE HUC – COMMUNITY EDUCATION DIRECTOR: Mrs. Huc had nothing to report since the February meeting had been canceled due to weather.
6. BILLY RETZA - STUDENT COUNCIL REPRESENTATIVE:  
*Science Club:* Working on planning Science Camp and possible field day at the end of the school year. *YAODA:* Fundraising for project they are working on. *Rube Goldberg:* Continuing construction of the machine for

their competition in Milwaukee on March 7<sup>th</sup>. *Student Council*: Held their annual Male Beauty Pageant with Alex Barley being crowned winner. *National Honor Society*: Red Cross delayed the Blood Drive to March 28<sup>th</sup> due to inclement weather. *Hi-Q*: Won the last match 31-23-16 and is looking forward to their next match on March 6<sup>th</sup>.

## IX. INFORMATION/DISCUSSION

- A. ANNUAL DAYS/MINUTES OF INSTRUCTION: Mr. Mans updated the Board on where the District position is in regard to the DPI's required annual days/minutes of instruction. As of now, the District has had 3 full day closures due to cold temperatures. We have also had 2 late starts and one early release due to weather. The DPI mandates 180 student contact days. 5 of those 180 can be snow days or parent/teacher conference days. We still have two days cushion for this requirement. The DPI also requires 1137 hours of instruction per school year for grades 7-12. We are on pace (if no other closures or delays) to have 1,143 hours for the year. This means the Middle/High School is 6 hours away from having to make up time for the year. The Elementary hours of instruction requirement is lower at 1050, so the Elementary is well above its hours of instruction requirement. The Board proactively discussed options for dealing with further closures if they happen. Options could include adding minutes to each day, adding day(s) to end of school year, having a full day of school on the last student day and or having school on the Monday after Easter (April 21).
- B. HIGH SCHOOL CHEER TEAM TRAVEL AND MISSED SCHOOL DAY(S): Cheer Coach Kellie Stumbris asked the Board for approval of a Cheerleader trip to Louisville, KY from March 21 – 24, requesting approval to travel out of state and for approval of days missed from school. This trip is fully funded by fundraising and/or cheerleader out-of-pocket expenses, so it is no cost to the District. As well as two days of competition, she reported that the team was planning a trip to the zoo and possibly Louisville Mega Caverns, depending on the Cheer competition lineup.
- C. ACTUARIAL STUDY OF POST EMPLOYMENT BENEFITS: Business Administrative Assistant Linda Tarmann asked permission to have an Actuarial Study of Post Employment Benefits done by the company that has done them for us in the past. This is required by WI DPI every three years, but was recommended by our auditor Karen Kerber, due to the changes in contract language. Linda explained what an Actuarial Study of Post Employment Benefits consisted of and why it is needed. The request is up for Board approval later.
- D. PRELIMINARY 2014-2015 DISTRICT BUDGET: Business Administrative Assistant Linda Tarmann reported on the result of the preliminary comparison between the 2013-2014 and 2014-2015 budgets. Per very preliminary figures, we

may have a shortcoming of \$32,384.00. It is important to remember that this is a very early projection and will likely change as more updated information becomes available this summer.

X. ITEMS SCHEDULED FOR ACTION

A. APPOINTMENT(S)

1. SUBSTITUTE TEACHER: Motion by Sotka, seconded by Cherry to approve Jeffrey Moeller as substitute teacher. Motion carried 6-0.
2. FITNESS ROOM SUPERVISOR: Motion by Neitzer, seconded Mueller to approve Deven Huc as fitness room supervisor. Motion carried 6-0.
3. SUBSTITUTE NURSE: Motion by Neitzer, seconded by Cherry to approve Alysha Lange as substitute school nurse. Motion carried 6-0.
4. SUBSTITUTE LIBRARY AIDE: Motion by Sotka, seconded by Neitzer to approve Diane Sherman as substitute library aide. Motion carried 6-0.
5. VOLUNTEER/CHAPERONES: Motion by McFadden, seconded by Mueller to approve Joseph Bublitz, Samantha Cinquepalmi, Michelle Collins, Heather Giese, Britany Gorman, Shane Gyger, Philip Kostrova, April McDaniel, Marjorie Mead, Theresa Orlando, Diane Sherman, Brian Thoreson, Anisha Walters, Tanya Werner, and Katie Wuensch as volunteers/chaperones. Motion carried 6-0.

B. SECOND FRIDAY JANUARY STUDENT COUNT: Motion by Sotka, seconded by McFadden to approve the official second Friday in January student count as 727. Motion carried 6-0.

C. FUND 39 DEBT SERVICE PAYMENT: Motion by Neitzer, seconded by Cherry to approve the Fund 39 Debt Service payment in the amount of \$726,650 payable to Associated Bank. Motion carried 6-0.

D. MAKE UP OF INSTRUCTIONAL TIME/DAYS LOST DUE TO INCLEMENT WEATHER: Motion by Sotka, seconded by Cherry to let Supervisor Mans decide on the adding of minutes to school days situation due to weather. If days need to be added, it is to be brought before the Board for further approval. Motion carried 6-0.

E. ACTUARIAL STUDY OF POST EMPLOYMENT BENEFITS: Motion by Cherry, seconded by Neitzer to approve the request to have an actuarial study of

post employment benefits performed by the company that has provided them in the past. Motion carried 6-0.

- F. HIGH SCHOOL CHEER TEAM TRAVEL AND MISSED SCHOOL DAY(S):  
Motion by McFadden, seconded by Neitzer to approve the request for the High School Cheer Team to travel out of state and miss the requested days as requested earlier by Coach Kellie Stumbris. Motion carried 6-0.
- G. FIRST READING OF NEOLA BOARD POLICY UPDATES:
1. NEOLA NOVEMBER PACKET BOARD POLICY UPDATES
    - a. POLICY 3213 - STUDENT SUPERVISION AND WELFARE (PROFESSIONAL STAFF)
    - b. POLICY 3217 – WEAPONS (PROFESSIONAL STAFF)
    - c. POLICY 4213 – STUDENT SUPERVISION AND WELFARE (SUPPORT STAFF)
    - d. POLICY 4217 – WEAPONS (SUPPORT STAFF)
    - e. POLICY 5771 – SEARCH AND SEIZURE
    - f. POLICY 7217 – WEAPONS (PROPERTY)
    - g. POLICY 7440 – FACILITY SECURITY
    - h. POLICY 8420 – EMERGENCY PREPAREDNESS
    - i. POLICY 9150 – SCHOOL VISITORS
  2. NEOLA DECEMBER PACKET BOARD POLICY UPDATES
    - a. BYLAW 0144.3 – CONFLICT OF INTEREST
    - b. POLICY 1220 – EMPLOYMENT OF THE DISTRICT ADMINISTRATOR
    - c. POLICY 1630.01 – FAMILY & MEDICAL LEAVE OF ABSENCE (“FMLA”) (ADMINISTRATION)
    - d. POLICY 2131.01 – READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT
    - e. POLICY 2700.01 – SCHOOL PERFORMANCE REPORT
    - f. POLICY 3120 – EMPLOYMENT OF PROFESSIONAL STAFF
    - g. POLICY 3430.01 - FAMILY & MEDICAL LEAVE OF ABSENCE (“FMLA”) (PROFESSIONAL STAFF)
    - h. POLICY 4124 – EMPLOYMENT CONTRACT
    - i. POLICY 4162 – CONTROLLED SUBSTANCE AND ALCOHOL POLICY FOR EMPLOYEES THAT TRANSPORT STUDENTS
    - j. POLICY 4430.01 - FAMILY & MEDICAL LEAVE OF ABSENCE (“FMLA”) (SUPPORT STAFF)
    - k. POLICY 5111 – ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS
    - l. POLICY 5460 – GRADUATION REQUIREMENTS
    - m. POLICY 8310 – PUBLIC RECORDS
    - n. POLICY 8405 – ENVIRONMENTAL HEALTH AND SAFETY PROGRAM

- o. POLICY 8605 – USE OF ELECTRONIC WIRELESS COMMUNICATION DEVICES BY DISTRICT EMPLOYEES WHO OPERATE BOARD-OWNED OR OPERATED VEHICLES
- p. POLICY 8680 – BUS SERVICES CONTRACTS
- 3. NEOLA JANUARY SPECIAL POLICY UPDATE PACKET
  - a. POLICY 3120.09 – VOLUNTEERS (PROFESSIONAL STAFF)
  - b. POLICY 3419.02 – PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS (PROFESSIONAL STAFF)
  - c. POLICY 4120.09 – VOLUNTEERS (SUPPORT STAFF)
  - d. POLICY 4419.02 - PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS (SUPPORT STAFF)
  - e. POLICY 5340 – STUDENT ACCIDENTS / ILLNESSES / CONCUSSION
  - f. POLICY 7440 – FACILITY SECURITY
  - g. POLICY 9150 – SCHOOL VISITORS
- 4. POLICY REVISION DUE TO LOCAL CHANGES
  - a. POLICY 3120.04 – EMPLOYMENT OF SUBSTITUTES

Motion by Neitzer, seconded by Cherry to approve the first reading of the NEOLA Board Policy updates as listed. Motion carried 6-0.

XI. RECESS TO CLOSED SESSION AS PROVIDED BY STATE STATUTE 19.85(1)(f) FOR THE PURPOSE OF DISCUSSION:

- A. CONSIDERING FINANCIAL, MEDICAL, SOCIAL OR PERSONAL HISTORIES OR DISCIPLINARY DATA OF SPECIFIC PERSONS, PRELIMINARY CONSIDERATION OF SPECIFIC PERSONNEL PROBLEMS OR THE INVESTIGATION OF CHARGES AGAINST SPECIFIC PERSONS EXCEPT WHERE PAR. (B) APPLIES WHICH, IF DISCUSSED IN PUBLIC, WOULD BE LIKELY TO HAVE A SUBSTANTIAL ADVERSE EFFECT UPON THE REPUTATION OF ANY PERSON REFERRED TO IN SUCH HISTORIES OR DATA, OR INVOLVED IN SUCH PROBLEMS OR INVESTIGATIONS:

Motion by Neitzer, seconded by Sotka to recess to closed session as provided by State Statute 19.85(1)(f) as read at 6:57 p.m. Roll Call Vote was taken: Dama-Y, McFadden-Y, Neitzer-Y, Cherry-Y, Mueller-Y, Sotka-Y, Meissner-Absent. Motion carried.

XII. RECONVENE INTO OPEN SESSION AND TAKE ANY NECESSARY PUBLIC ACTION AS PER WISCONSIN STATE STATUTE 19.85(2): Motion by Neitzer, seconded by Cherry to reconvene into open session and take any necessary action as per Wisconsin State Statute 19.85(2) at 7:16 p.m. Motion carried 6-0. No further action was taken.

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XIII. ADJOURNMENT: Motion by McFadden, seconded by Mueller to adjourn at 7:17 p.m.  
Motion carried 6-0.

Prepared by:

Jannie Marsolek  
Recording Secretary

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Tim McFadden  
Clerk

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Michael Dama  
President