

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, April 18, 2018

President Hauser called the regular meeting to order at 7:00 PM in the high school library. The Pledge of Allegiance was recited.

Present were Commissioners: Miller, Stephens, Holland, Chisholm Jennerjohn, Hauser, Hougaard, Alger (via Skype). Excused: Hooker Also present were Superintendent Tjernagel and Business Manager Holtz.

- a. Motion: Chisholm/Hougaard to adopt the agenda noting that we will be going into Executive Session per SS 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. Items being discussed are: Teacher increases not covered by ladder advancement, compensation request from two professional staff members, request from a former professional staff member, review of staff evaluations for nomination of 2018 Hervey Hauser award. Motion carried unanimously.

PUBLIC PARTICIPATION SECTION—also known as audience to visitors and delegations (as noted in Board Policy 0167.3 Public Participation at Board Meetings): None

STUDENT COUNCIL REPORT: Ms. Alberts reported that this Tuesday, Student Council representatives will be attending the Rotary meeting to provide an update on the well project. May 2 is set for teacher appreciation day. May 22 the private school 8th grade students will be coming to tour the school and council members will take students to shadow a day in the life of a high school student.

RECOGNITION: Volunteers Julie LaLuzerne and Mark Faust were recognized for their work with the Therapy Dog Program. Also recognized was the Montessori Study Group.

MINUTES: Stephens/Hougaard to approve the March 21 and April 4, 2018 minutes. Motion carried unanimously.

BILLS: Motion Jennerjohn/Miller to approve the March board bills. Motion carried unanimously.

CONSENT AGENDA:

1. Grants and Donations – Susan Van Kirk donated \$100 toward girls' soccer uniforms. Mike LeRoy received a \$200 donation from Natalie and Rick Townsend for the SBHS Powerlifting Club. On behalf of Destination Imagination, Jess Day received a \$500 donation from Door County Medical Center and a \$500 donation from ThermaTronX. Matt Propsom has received the following donations for the Clipper Clays Club: \$50 from Walmart; \$200 from Luke Staudenmaier; \$200 from the Door County Community Foundation on behalf of the Jeanquart Family; \$1,000 from Whitetails Unlimited; and \$1,000 from the SBHS Booster Club. The Sturgeon Bay Parent Teacher Group donated \$4,789 for elementary field trips, prizes for the annual Sunrise STEAM night, books for Read Across America, food for the annual Sawyer Snuggle Up and Read event, iPads for Sunset classrooms, and funding for supplies for Sunset's new Montessori program; Sturgeon Bay elementary staff and students greatly appreciate the support we receive from our Parent Teacher Group. The United Way of Door County donated \$500 for the SBHS Post Prom Party. A motion to accept these grants and donations is recommended.
2. Resignations and Retirements: None

Hougaard/Chisholm to approve the consent agenda items as presented. Motion carried unanimously.

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any): none.
2. Filing of Oath of Office by Newly Elected Board Members – The new terms of office begin April 23, 2018 (the 4th Monday in April). Board Clerk Tina Jennerjohn administered the Oath of Office and swore in re-elected Board of Education members Amy Stephens, and Keith Miller. Teri Hooker will take the oath at the May meeting.
3. Motion: Hougaard/Holland to appoint Amy Stephens as the Delegate to the CESA #7 Annual Convention. Motion carried unanimously.
4. Annual Review of the Salary and Supplemental Pay Guide

The Board approved the Salary and Supplemental Pay Guide as our printed version of the adjusted faculty compensation model beginning with the 2015-2016 school year. This followed two years of study, the examination of 21 other district plans, and a number of meetings with the committee comprised of teacher representation from each school building, the Board of Education, and the administration.

Page three of the guide states: “Annually an assessment of the current framework will be conducted to determine impact, functionality, and financial sustainability. The review will be conducted by a district team under the leadership of the superintendent.” The section goes on to reference the key concepts which led us to the current plan, as well as the ability of the plan to take into account priority areas, and also be sustainable—not only because of our obligation to be fiscally responsible, but because there were concerns about some of the plans studied and if they would be sustainable or not.

This year, the Compensation Committee will hold the annual review meeting the afternoon of Thursday, April 12. Since the meeting packet preparation will probably be complete prior to the review meeting occurring, I will plan to share highlights from the meeting on the night of the Board meeting, if not sooner. Board members in attendance at the review session will be welcome to share any comments or observations from their perspective as well.

No action is required of the Board, but I continue to feel that it is important to touch on the annual review process so the Board knows we are following through on our obligations—especially prior to taking action on the next agenda item pertaining to teacher contract renewal.

5. Motion Miller/Hougaard to approve individual teacher contracts for all returning teachers. Motion carried unanimously.
6. Motion: Jennerjohn/Stephens to approve Amber Englebert as the TJ Walker Choral teacher. Motion carried unanimously.
7. Motion: Holland/Chisholm to approve Heather Plzak as a special education teacher at Sunset Elementary School. Motion carried unanimously.
8. Motion: Stephens/Hougaard to approve Kelly Kostka as a first grade teacher at Sawyer for the 2018-2019 school year. Motion carried unanimously.
9. Motion: Holland/Hougaard to approve Megan Erickson as a Middle School Special Education Teacher. Motion carried unanimously.
10. Motion: Hougaard/Chisholm to approve Mary Jo Badora as a member of our school district food service team. Motion carried unanimously.

11. Motion: Stephens/Jennerjohn to approve the Job Coaching agreement and program as described. Motion carried unanimously.
12. Motion: Holland/Jennerjohn to approve a secondary literacy coach and interventionist position. Motion carried unanimously.
13. Information was provided to the board regarding the High School English Teacher Position. Discussion followed regarding various timelines and how that would affect the implementation of the additional position. More information to follow at the May learning session.
14. Information was provided to the board regarding the contract with St. John Bosco. The intent is to continue the arrangement for next year. No action taken.
15. First reading of Board Policy 0142.7 Orientation
16. First reading of Board Policy 0151.2 Required Student Academic Standards
17. First reading of Board Policy 0152 Officers
18. First reading of Board Policy 1619 Group Health Plans
19. First reading of Board Policy 2271 Youth Options Program
20. First reading of Board Policy 2411 School Counseling and Academic Career Planning
21. First reading of Board Policy 3160 Physical Examination
22. First reading of Board Policy 3217 Weapons
23. First reading of Board Policy 3419 Group Health Plans
24. First reading of Board Policy 4160 Physical Examination
25. First reading of Board Policy 4217 Weapons
26. First reading of Board Policy 4419 Group Health Plans
27. First reading of Board Policy 4432 Employee Sick Leave
28. First reading of Board Policy 5113.01 Part-time Open Enrollment
29. First reading of Board Policy 5772 Weapons
30. First reading of Board Policy 1210 Board
31. First reading of Board Policy 2260.02 English Language Proficiency
32. First reading of Board Policy 7430 Safety Standards
33. First reading of Board Policy 9140 Citizens' Advisory Committees
34. First reading of Board Policy 9211 District Support Organizations
35. Reports:
 - a. Legislative: Jess Holland reported that April 13, DPI provided more information on the mental health grants. This is new statewide grant funding and is making available 3.25 million in funding to schools. Schools can apply independently or as consortiums.
 - b. CESA: No report.
 - c. Committee/Seminars: No report.
 - d. Administrative: oral and written reports were presented.
 - e. Superintendent Tjernagel summarized ongoing activities for the month as well as upcoming events.

36. Executive Session

Motion Stephens/Hougaard to adjourn to Executive Session (with roll call vote) at 9:10 PM. Motion carried unanimously.

Motion Hougaard/Chisholm to return to open session at 10:40 PM with roll call vote. Motion carried unanimously.

- i. Teacher increases not covered by ladder advancement: tabled for additional information. Planning to remove bottom two rungs and add a new top rung.
- ii. Compensation Requests from Professional staff

1. Motion Stephens/Hougaard to deny request by BP. Motion carried unanimously.
2. Motion Hougaard/Jennerjohn to deny request by HR. Motion carried unanimously.
- iii. Motion Stephens/Jennerjohn to deny request by SS. For motion - 4. Against motion - 3. Motion carries to deny request by a majority vote.
- iv. Motion Jennerjohn/Hougaard to make a nomination for the Hervey Hauser Award. For – 4 Against – 4. Motion fails. Consensus is to recognize the person in the future.

36. Hougaard/Holland to adjourn at 10:41 PM. Motion carried unanimously.

Respectfully submitted by,
Ann DeMeuse
Board Recording Secretary

Date: _____

President's Signature: _____