

**THE SCHOOL DISTRICT OF STURGEON BAY**  
**Regular Board of Education Meeting**  
**Wednesday, April 17, 2019**

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

Present were Commissioners: Miller, Holland, Chisholm Jennerjohn, Stephani, & Hougaard. Excused were Hooker, Stephens and Alger. Also present were Superintendent Tjernagel and Business Manager Holtz.

- a. Motion: Jennerjohn/Chisholm to adopt the agenda as presented. 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 REPRESENTATIVE REPORT:** Ms. Tess reported that work continues on the Ambassador Program which connects 8<sup>th</sup> graders from parochial schools with a current freshman to help familiarize them with the building, faculty and daily interactions. There will be a Penny War fundraiser April 22-May 3 with the funds being given to Southern Door student Griffin who has leukemia. Teacher appreciation lunch is set for May 8<sup>th</sup>.

**RECOGNITION:** Core volunteers were recognized for their efforts relative to the recent referendum. The board thanked them for the work which led to a successful referendum for the district.

**MINUTES:** Hougaard/Holland to approve the minutes of March 20, 2019 and the learning session of April 3, 2019. Motion carried unanimously.

**BILLS:** Motion Hougaard/Jennerjohn to approve the March, 2019 board bills. Motion carried unanimously.

**CONSENT AGENDA:**

1. Grants and Donations – Culligan has donated \$450 to the boys' basketball program. Matt Propsom received a \$500 donation from Bailey's Harbor Fish Company/Todd & Carin Stuth for Clipper Clays. Heidi Hintz received a \$500 donation from the Greenlaw family for the Band program, and Leslie Hill received a \$500 donation from the Greenlaw family for the choral program. Todd Meikle received a grant for new soccer goals. Craig Sigl received \$500 donation from Door County Medical Center for the Clipper Fitness Zone.

Brian O'Handley reports the following grants from the Sturgeon Bay PTO for these items and programs:

- \$620 to help fund the purchase of the Second Step social emotional learning curriculum;
- \$400 to help purchase science, technology, engineering, arts and math prizes for this year's STEAM Night;
- \$226 to help purchase coding and robotics kits for the Sawyer Elementary STEAM program;
- \$288 to help cover expenses for a 2nd grade field trip to the Weidner Center;
- \$1,000 to help fund the annual 5th grade field trip to Madison, including visits to the Capitol, UW Madison campus, and the Wisconsin Veterans Museum.

We would also like to acknowledge nine family donors and forty-one business donors from the 2019 Pops Concert that was held on Saturday, March 9 (*see special Pops Concert donations sheet in meeting packet*).

Thank you to everyone involved in supporting our students and programs through grants and donations. A motion to accept these grants and donations is recommended.

2. Resignations: Don Donaldson has resigned from his position as a 4<sup>th</sup> grade teacher at Sunrise Elementary School effective the end of the current school year. Seth Wilson has resigned from his position as a high school technology education teacher at Sturgeon Bay High School at the end of the current school year. We thank both Don and Seth for their service to our young people and overall school community, and wish them both the best in their future endeavors. A motion to approve the resignations is recommended.

Chisholm/Hougaard 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 - Board Clerk Tina Jennerjohn administered the Oath of Office to Beth Chisholm, Mike Stephani, and Chad Hougaard who will serve three-year terms expiring in April of 2022, and Scott Alger who will serve a one-year term until April of 2020.
3. Appoint Delegate to the CESA #7 Annual Convention - Motion Hougaard/Jennerjohn to appoint Amy Stephens as the representative to the CESA 7 annual convention. Motion carried unanimously.
4. Approve 2019-2020 CESA 7 Contact – Motion Hougaard/Holland to approve the CESA 7 contract for the 2019-2020 school year. Motion carried unanimously.
5. Annual Review of the Salary and Supplemental Pay Guide - The Board approved the Salary and Supplemental Pay Guide as our printed version of our 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 dialogue has been positive not only through the initial process, but in examining things that can be addressed whether through the annual Salary and Supplemental Pay Guide document or other Board action.

6. Approve Individual Teacher Contracts: Motion Hougaard/Holland to approve individual teacher contracts for all returning teachers. Motion carried unanimously.
7. Approve TJ Walker Middle School Technology Education Teacher – Motion Holland/Hougaard to approve Scott Hockers as the technology education teacher at the middle school beginning with the 2019-2020 school year. Motion carried unanimously.

8. Approve Sturgeon Bay High School Technology Education Teacher - Motion to approve Michael Bryfczynski as a technology education teacher at the high school beginning with the 2019-2020 school year. Motion carried unanimously.
9. Approve Industrial Washer and Dryer – Motion Hougaard/Holland to approve \$11,000 for a new industrial washer and dryer. Motion carried unanimously.
10. Approve Asbestos Abatement at Sturgeon Bay High School – Motion Hougaard/Jennerjohn to approve up to \$90,000 for asbestos abatement. Motion carried unanimously.
11. Reports:
  - a. Legislative - none
  - b. CESA - none
  - c. Committee/Seminars - none
  - d. Administrative Reports presented.
  - e. Superintendent's Report – presented.

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12. Motion Jennerjohn/Holland to adjourn to executive session with a roll call vote (noting Alger, Stephens & Hooker are excused from the meeting). Motion carried unanimously.
    - a. 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.
      - i. Teacher increases not covered by ladder advancement-discussion followed. No action taken.
      - ii. Compensation Request from a Professional Staff Member-discussion followed. No action taken.
      - iii. Review of Staff Evaluations for Nomination of 2019 Hervey Hauser Award-discussion followed.

Motion: Jennerjohn/Hougaard to return to open session at 10:30 PM. Roll call vote. Motion carried unanimously.

Motion: Stephani/Jennerjohn to approve nominee for Hervey Hauser Award. Motion carried unanimously.

13. Motion: Jennerjohn/Hougaard to adjourn at 10:31 PM. Motion carried unanimously.

Respectfully submitted by,  
Ann DeMeuse  
Board Recording Secretary

Date: \_\_\_\_\_

President's Signature: \_\_\_\_\_