

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, April 19, 2017

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, Hougaard, Hauser, Alger, Stephens, Holland, Chisholm, and Jennerjohn. Hougaard was excused. Also present were Superintendent Tjernagel and Business Manager Holtz.

- a. **Motion:** Jennerjohn/Stephens to adopt the agenda noting that the board will be going into Executive Session 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
 - ii. Review of Staff Evaluations for Nomination of 2017 Hervey Hauser AwardMotion 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. Seiler reported that it is end of year and doing wrap up. Student councils across the county are beginning the African Well Project. Will do caps for cash Fridays in May. Well project donation at S Stop. Police appreciation is coming up. The Council is gathering cards for the police offers from younger grades. Additionally, the Student Council is doing a recruitment project with eighth grade students.

RECOGNITION: Earlier tonight the Allies in Autism members were recognized to include. Carol Mulinix was recognized for her work with the Sunrise Striders. The Special Olympics Basketball Team was recognized as they qualified for State.

MINUTES: Motion Stephens/Hooker to approve the minutes of the regular meeting March 15, 2017. Motion carried unanimously.

BILLS: Motion Hooker/Holland to approve the March 2017 board bills in the amount of \$728,828.25. Motion carried unanimously.

CONSENT AGENDA:

Grants and Donations: The SBHS Golf Team received a \$400 donation from Bill Boettcher. TJ Walker Middle School received a grant for the sensory room. Food service received a grant for a new smoothie blender. SBHS received a grant for choral program speakers. SBHS received a grant for band program chairs and music stands. SBHS City Rhythm received a \$100 donation from the Sturgeon Bay Lions Club for a performance they had done for the Lions on April 6. The IT department received a grant for classroom projectors, and an interactive display in the Sawyer Library. Destination Imagination received a grant pledge for any team that would progress to DI Globals, and we now know that we have a team that has qualified (D.I.sappearing Act). Scott Paye and Mass Floral both made donations to the Greenhouse project.

Resignations and Retirements ó Carmen Wind is resigning from her part-time teaching position at Sawyer Elementary effective at the end of the current school year. We thank Carmen for her service to the young people, families, and her fellow educators in our community.

Motion: Miller/Jennerjohn to accept and approve the consent agenda items as presented. Motion carried unanimously.

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (none)
2. Filing of Oath of Office by Newly Elected Board Members ó The new terms of office begin April 24, 2017 (the 4th Monday in April). Board Vice-President Miller or Treasurer Hooker will administer the Oath of Office and swear in re-elected Board of Education members Jess Holland, Tina Jennerjohn, Scott Alger, and John Hauser. The new term of office begins April 24, 2017ô the fourth Monday in April. Jess Holland, Tina Jennerjohn, and John Hauser were elected to three-year terms which will expire in April of 2020. Scott Alger was elected to a two-year term (fulfilling the remainder of Jake Schulzø's term) which will expire in April of 2019.
3. **Motion:** Chisholm/Miller to appoint Scott Alger as the Delegate, Jessica Holland as a first alternate, to the CESA #7 Annual Convention. Motion carried unanimously.
4. **Motion:** Stephens/Hooker to waive our Right of First Refusal for the remaining portion of Amity Field consisting of Lot 6 of Babel Subdivision. 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 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: òAnnually 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.ö 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 sustainableô 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.

The Compensation Committee held the annual review meeting the afternoon of April 11. Key items from a year ago were reviewed and I welcomed any additional feedback either for current or future consideration. One member shared a comment he had fielded from a colleague about how much the person appreciated the support for continuing education. Considering longevity pay for those staff members who will be at the top of the salary ladder was discussed last year and this year. (Information will be considered by the Board later this evening.) Much of the time was spent on another component of compensation, specifically health insurance. With the renewal, we will be able to provide up to three options and wanted to share those options with some staff members prior to bringing them to the Board this year. Additionally, getting feedback and questions from the small group will prove helpful in some special information sessions the Business Office wants to offer staff following Board action in preparation for the May 3 enrollment meeting.

No action is required of the Board, but I did feel it was important to touch on the annual review process so the Board knows we are following through on our obligationsô especially prior to taking action on the next agenda items pertaining to teacher contracts and insurance. Board members in attendance at the review session are welcome to share any comments or observations from their perspective as well.

6. **Motion** Chisholm/Alger to approve individual teacher contracts for all returning teachers. Motion carried unanimously.
7. **Motion:** Jennerjohn/Stephens to accept the health insurance changes and options, as presented, beginning with the 2017-2018 fiscal year. Motion carried unanimously.
8. **Motion:** Holland/Jennerjohn to accept the dental insurance offering through Delta Dental for the 2017-2018 fiscal years. Motion carried unanimously.
9. **Motion:** Jennerjohn/Chisholm to approve John McCaulley as a middle school Technology Education teacher. Motion carried unanimously.
10. **Motion:** Stephens/Holland to approve Shahnnon Hawkins as a middle school Band teacher. Motion carried unanimously.
11. **Motion:** Miller/Stephens to approve Kori Franz as an elementary special education teacher. Motion carried unanimously.
12. **Motion:** Holland/Chisholm to approve the Job Coaching Program (66.030) and agreement. Motion carried unanimously.
13. **Motion:** Jennerjohn/Alger to approve the SBHS Band Trip to Florida over Spring Break in 2018. Motion carried unanimously.
14. After discussion, it was decided that a future meeting relative to Board Policies 3120.08, 3121, 4121, and 8120 (referencing criminal history record checks) would be set up to review talking points relative to this topic.
15. Reports:
 - a. Legislative ó no report.
 - b. CESA ó no report.
 - c. Committee/Seminars: no reports.
 - d. Administrative ó oral and written reports were presented.
 - e. Superintendent Tjernagel summarized ongoing activities and projects for the month as well as upcoming events.
16. Executive Session
 - 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
 - ii. Review of Staff Evaluations for Nomination of 2017 Hervey Hauser Award

Motion: Stephens/Hooker to adjourn to executive session with a roll call vote at 8:43 PM. Motion carried unanimously.

 - b. **Motion** Jennerjohn/Alger to return to open session at 9:47 PM with roll call vote. Motion carried unanimously.

Motion: Jennerjohn/Alger to approve longevity stipend for \$400, noting that this is a one-time longevity stipend. Motion carried unanimously. **Motion:** Jennerjohn/Hooker that BP have a double step (rung 12) for 17-18 school year.

Discussion followed regarding the 2017 Hervey Hauser award.
17. Adjourn **Motion:** Jennerjohn/Holland to adjourn at 9:49 PM. Motion carried unanimously.

Date: 4/19/2017

President's Signature: _____