

**REGULAR MEETING - BOARD OF EDUCATION  
SCHOOL DISTRICT OF SOMERSET**

**March 19, 2012**

**Minutes**

Board President Tim Witzmann called the meeting to order at 7:02 p.m.

Roll call was taken. Present were Tim Witzmann, Brian Moulton, Catherine Cranston, Robert Gunther, Mike Connor and Marie Colbeth. Marin Hansch was absent.

Colbeth moved, with second by Connor, to approve the agenda. Motion carried unanimously.

**Groups or Individuals Wishing To Be Heard:** Witzmann read off rules for this portion of the meeting. No one came forward.

**Positive Recognition of the 2012 State Wrestling Participants:** The board recognized the following students for competing at the 2012 State Wrestling Tournament: Austin Bushinger, son of Robin Melin; Haydon Dvorak, son of Mary Jo Dvorak and Mark Dvorak; Gabriel Flandrick, son of Michelle Baillargeon and Mitch Flandrick; and Robert Le Roy, son of John and Kristine Le Roy. Also recognized were Head Coach Mitch Flandrick and Assistant Coaches Michael Kappers and Andy Geving. Coach Flandrick said the student athletes had a very good year with 23 wrestling participants and four of the 23 going on to the state level. Flandrick stated there was great student camaraderie this year. He went on to report how well each of the four state participants did in their wrestling matches, mentioning that all four of the state wrestlers were also involved in the state football championship this year. The wrestlers introduced their parents and commented on their experiences at state. Colbeth presented them with certificates thanking them for a successful season.

**Positive Recognition of the Food Service Program:** Superintendent Randy Rosburg stated March 5<sup>th</sup> through March 9<sup>th</sup> was School Food Service Awareness week; the board wanted to take this opportunity to thank the district's food service program for all they do for students and staff in the district. Food service staff is Vicki Collins, Barb DeRosier, Jelaine Germain, Kristi Kampsula, Debbie Revalee, Ryan Roettger, Erin Vanasse, Sally Viellieux, and Nicole Weidinger. Rosburg stated food service staff always makes sure students have good nutrition and are served a variety of food. Rosburg stated he appreciated everything the food service staff does for kids in the district. Food Service Manager Deb Revalee introduced nutritional staff present, and thanked the board for the recognition. Moulton handed each certificates thanking them for all they do for the students in the district.

Meeting was recessed at 7:20 p.m. and reconvened at 7:35 p.m.

Colbeth moved, with second by Connor, to approve the Consent Agenda:

- A. Approve Minutes of the Regular Session of February 20, 2012
- B. Approve Minutes of Executive Session of February 20, 2012
- C. Approve Minutes of Special Session of March 5, 2012
- D. Approve Payment of February/March Board Bills
- E. Approve Family Means 2012-2013 Contract
- F. Approve Youth Options Applications
- G. Approve Early Graduation Requests for High School Students Danielle Dickson, Sarah Kosak, Tina Milian, Elizabeth Munoz, MaKenzie Odell, Kara Olson, Cole Salmon, Mercedes Schnitzler, Bryce Wold, Avery Johnson, Kimberly Linner and Daniel Petherbridge
- H. Approving hiring Sandy Nemecek as the secretary for Summer School 2012
- I. Approve resignation of Linnea Natwick, High School American Sign Language Instructor
- J. Approve Post-Prom Facility Sponsorship and \$1,500.00 Facility Fee
- K. Approve Spring 2012 Coaching/Advising Assignments

Motion carried unanimously.

### **Discussion**

*Human Resources Committee:* Chair Gunther stated there are items yet to be reviewed for the Employee Handbook so a first reading is not available at this time, but the HR Committee is getting close to bringing the handbook forward. Some of the items that will need to be discussed at the full board level include insurance, opt out, retirement date, etc. *Business Services Committee:* Chair Colbeth turned the discussion over to Business Services Director Dave Gerberding, who stated some of the items discussed at the committee level had been included in the Consent Agenda for approval. Gerberding stated the committee also discussed some of the budget implications of the different wage compensation models. He stated the other action items up for approval tonight included permission to get more solid numbers on some of the possible capital projects the district may be working on this summer. Colbeth stated she appreciated the way the administrative team is handling district prioritizations.

### **Information**

*Superintendent Report:* Superintendent Rosburg stated enrollment information was included in the packet, showing a total enrollment of 1,630 students as of March 15, 2012. Upcoming board committee meetings for April 2nd will be the Human Resources Committee as well as other possible committee meetings. Rosburg stated he shortened up his report to allow more time tonight for board discussion regarding the Employee Handbook.

### **Board Report**

*CESA 11 Update:* Cranston stated the most important information tonight is that the Star Academy will be held at CESA 11 this summer instead of River Falls as CESA 11 has added on a new, large conference room. She stated the CESA 11 Board is confident the new room construction costs will ultimately save money and pay for itself as CESA has had to rent space for many of its meetings and conferences. Cranston went on to report six school districts have contacted the CESA Board regarding a consortium for health insurance to help their districts save money. JACounter and The River Bank will make presentations to the CESA Board and districts on what that type of consortium may look like. Cranston ended her report stating there is still a need for a Somerset Board of Education Member to take her place on the CESA 11 Board. Board meetings are the 2nd Thursday of each month. Rosburg stated CESA 11 Administrator Walters said the Board may wait until a new school board member is assigned. Cranston stated she will attend the April CESA 11 Board meeting. Witzmann thanked Cranston for her many years of being a part of the CESA 11 Board.

*Community and School Involvement:* Cranston stated the Lions Club appreciated Witzmann and Moulton's presentation, but thought it should be shortened up a bit. Moulton stated there were many audience questions, which lengthened the presentation. Colbeth stated she had an audience of five people at the St. Joseph Town Board Meeting. Moulton and Witzmann will be attending the high school parent/teacher conference on Thursday evening, April 26<sup>th</sup>. Colbeth attended the Fine Arts Festival at the middle school stating it was phenomenal. She would like the festival to be showcased more. Gerberding and Gunther attended the WASB Human Resources seminar last week, stating it was a worthwhile seminar. Connor attended the middle school science fair, stating the projects were tremendous and the projects had a lot of effort put into them.

**Pupil Services Report:** Director of Pupil Services Darren Kern's report indicated the district held the second of two Child Development Days on March 2, 2012. These events are held two times a year to screen students that will be turning three-years-old as part of the district's child find obligation. Over ten families attended the spring session, and there were zero referrals for special education that came out of this screening. The "Keys to Success Conference" will be held in Balsam Lake at the Unity School District on Saturday, March 24 from 8 a.m.-1 p.m. This is an annual conference held for caregivers and educators to learn about a variety of things related to educating and caring for students with disabilities. The event is free for all to attend. Somerset will again be hosting the early Childhood Council Family Night event. It's a fun evening for parents of early childhood students to come and play games, enjoy dinner, and sit in on educational sessions. The event will take place on April 19, 2012 from 5:00-6:45 p.m. Kern congratulated Speech Pathologist Laurie Lasure on receiving the Kohl award this year, stating Lasure is very deserving of this award and is simply an outstanding teacher.

**Curriculum, Instruction, & Assessment Report:** Director Trisha Sheridan's report stated many Professional Learning Communities are reporting the near completion of identifying their essential learning outcomes for their subject areas. The alignment of these learning targets is the next step in the process. Middle school and high school departments have been working on the alignment of the learning targets while writing their learning targets since they are organized as cross grade level departments. Next generation science standards will be released for public review within the next couple of weeks. WKCE results will soon be released. The district received the individual student reports from the fall assessment, and school summary reports will be released soon. There will be some changes across Wisconsin about how this data is reported as the district prepares for the new state assessment beginning the 2014-2015 school year. The School District of Somerset High School is now an official ACT testing site and will hold its first testing session this June, and will host students from September through June for all of the testing dates for the 2012-2013 school year. High School Science Teacher Erin Wilson has completed the necessary pre-assessment and is officially registered to receive training to become the district's third Project Lead the Way instructor. Wilson will be attending training at Milwaukee School of Engineering this summer. Sheridan ended her report extending a big *Thank You!* to the Andersen Foundation for awarding the district's PLTW program a \$10,000 grant. Cranston thanked Sheridan for getting the high school to be an ACT testing site.

**High School Report:** Student Council Representative Grace Becher said student council had another good month. Student Council spent the last two meetings recapping its busy month of February with Polar Daze week and the Talent Show. They received excellent feedback, and prepared thank-you notes for those that assisted during the week. Student Council is currently looking at a leadership night at the Xcel Energy Center, similar to last year, when they attended a Minnesota Wild game. Details are still being worked on. Prom planning is in full swing with the date set at April 28<sup>th</sup>. Sophomores are continuing with their Coffee/Cappuccino selling in the morning for their fundraiser. Freshmen fundraisers were the compatibility surveys, and the students had a lot of fun seeing who they were 'compatible' with.

High School Principal Shawn Madden's report indicated senior students are in the beginning stages of planning graduation, with their first meeting taking place before spring break. This spring a few activities were identified that will take place; the high school is looking at the process on how student council representatives are chosen and if that process will remain the same. Congratulations to the following students for being selected as "Students of the Month" for February 2012: Freshman Autumn McMeeken and Max Becher; Sophomores Carrie Kulibert and Derek Schutte; Juniors Beige McConaughy and Jake Hammer; and Seniors Eleanor Vanasse and Peter Schmitt. National Honor Society Members for the 2012-2013 school year were announced before spring break, and the induction ceremony will be held on Monday, March 26<sup>th</sup> @ 7:00 p.m. in the LMC. Madden also shared a message from JoAnn Miller of the Gallup Organization that Somerset High School had been chosen by Gallup to interview leaders from schools with students who have high hope, engagement and wellbeing. Somerset High School scored in the top 10% of schools on one or more of those measures from the fall 2011 Gallup Student Poll.

**Middle School Report:** Middle School Principal Sara Eichten provided an update on the middle school playground, with information stating the middle school is selling Spartan gear at the elementary and middle schools to raise money for the playground. The company they are working with will give 10% of sales back to the MS Playground. The Fine Arts Festival on March 3 provided great performances and lots of talented artists' work on display, and Eichten thanked all those involved in putting together another successful festival. Eichten congratulated Becky Olson and Mary Jane Mielke on leading another fabulous drama performance; this year the middle school play was "The Legend of Katastrophe Kate." The play ran for three dates in early March, and the students did an excellent job. Eighth grade students are in the middle of their Holocaust unit and the last week of March will be filled with speakers and a trip to view "The Diary of Anne Frank." The Annual Middle School Talent Show will begin at 8:30 on April 5<sup>th</sup> and run about an hour and a half. Eichten thanked Brian Moulton for volunteering to be a judge again this year. Eichten ended her report stating the middle school students did a phenomenal job of collecting food for the Middle School Food Drive; stating it was a great way to give back to the community.

**Elementary School Report:** Elementary School Principal Cherrie Wood reported elementary staff was very busy this past month in a variety of areas including Professional Learning Communities, (PLC's), which continues with an emphasis on Reading/Language arts and math for the classroom teachers. The upcoming April early release day will be used to complete the process. March 2<sup>nd</sup> was the end of Trimester 2 at the elementary school. Teachers and office staff quickly posted grades and took care of the necessary turn-around so report-cards were able to go home before spring break. Elementary staff also began the development of common assessments for 2012-13. This is a major undertaking and is a critical part of the new report cards. Other preparation for 2012-2013 includes a new building schedule, teachers are piloting some of the intervention strategies that will be part of the RtI model, review of Title I policy and practices to ensure alignment with legislative changes and/or RtI, and staff review and more use of building assessment data. Elementary school staff is also looking at data as it relates to student use of technology to seek ways to best use district dollars. The building is planning to run a week long food drive during April. There will be a "round-up"/registration for the Junior Kindergarten students coming up on March 30<sup>th</sup>. On March 9<sup>th</sup>, 3<sup>rd</sup> grade students presented a wonderful program to their families based on their study of immigration and people coming to America. Ms. Sorenson and numerous high school students aided the 3<sup>rd</sup> graders by teaching them sign language to their music. Hats off to the 3<sup>rd</sup> grade students, the teachers, and music department for a splendid program presented to a packed audience.

**Business Services & Operations:** Business Services Director Dave Gerberding briefly reported the district received a significant amount of tax revenue in February; other than that, tonight's report was very similar to last month's financial report.

## **ACTION ITEMS**

### **Teaching and Learning Committee**

Cranston moved, with second by Witzmann, to approve the 2012-2013 Elementary School Building Schedule. Cranston indicated the actual schedule was in the packet and was very similar to past years. Motion carried unanimously.

Cranston moved, with second by Colbeth, to approve the 2012-2013 Middle School Building schedule. Cranston wanted to make clear that this new schedule was a decision from everyone; one of the goals of the building staff was to be on same bell schedule and try not to overload anyone. Motion carried unanimously.

Cranston moved, with second by Colbeth, to approve the 2012-2013 Plan for Making Up Inclement Weather Days for Students and Employees. Cranston stated the school calendar includes extra days, so students and teachers do not need to make up the time. Support staff can make up the time if they wish to do so, and need to coordinate with their building principals. Motion carried unanimously.

### **Business Services Committee**

Colbeth moved, with second by Gunther, to approve Kraus-Anderson as Project Manager for summer 2012 capital maintenance projects. Colbeth stated she appreciated the research that was done on this. Motion carried unanimously.

Colbeth moved, with second by Cranston, to approve Kraus-Anderson to secure specifications and bids for the replacement of the middle school oil-fired boiler and roof top AC condenser and the repair of the front steps to the high school. Colbeth stated the key on this approval was to secure bids, and that this was not a guarantee that the work will move forward. Motion carried unanimously.

### **Governance Committee (2<sup>nd</sup> Reading)**

Connor moved, with second by Colbeth, to approve the advertising proposal, but to add the word "activities" as requested by the board, and to change terminology for Athletic Director to Program Director. Motion carried unanimously.

Human Resources Committee members felt they had enough insight from the full board at tonight's special session for their April 2<sup>nd</sup> meeting. Unknown is the performance piece which is part of the WRC discussion and will need to get further direction from Madison. The board would like to have another Special Session to discuss the handbook. Gunther asked that the Opt Out section with regard to two-employee families be paired down instead of a complete removal, so as not to bring a hardship on families. Board members were in agreement with the support staff piece to maintain their schedule and look at performance steps. Gunther would like to review this further with performance steps/Kohl/Compass awards.

Board discussed the teacher compensation section of the handbook. Colbeth wondered how the district would fund performance incentives, and is concerned about funding without a guiding frame. The board wants to review numbers before committing. Teacher Lorri Baillargeon will try to schedule a meeting time with the Association to review the proposal, indicating she had concerns regarding performance compensation. Baillargeon stated the way the current model works, employees would only get a cost of living increase each year so there is no movement for younger teachers to get ahead. In addition, how will a plan like this work—what is going to be evaluated and who will be the evaluators? How subjective will the evaluations be? What about areas that not everyone works such as guidance, school psychologist, and speech; many teachers are not core teachers that would not fit into this model. Some areas are very objective. How is it going to be measured and how and what will be measured? Is it attainable for each member of the district? Witzmann thanked Baillargeon for her insight stating these were all areas the board will need to work to attain an agreeable compensation framework.

Colbeth moved, with second by Cranston, to adjourn at 8:30 p.m. Motion carried.

Tim Witzmann, President

Catherine Cranston, Clerk