SCHOOL BOARD MEETING – March 2, 2020 – 5:30 P.M.

CALL MEETING TO ORDER - Gartzke called the meeting to order at 5:35 p.m.

ROLL CALL - Present - Gartzke, Bernard, Bunton (left at 6:01 p.m.), Van Der Geest, Lear, and Propst. Also present - Villalobos, and David.

PLEDGE OF ALLEGIANCE - The Pledge of Allegiance was recited by all present.

AGENDA VERIFICATION - Motion by Lear/Propst to verify the agenda as presented. Motion approved 6-0.

CONVENE INTO EXECUTIVE SESSION, PURSUANT TO WISCONSIN STATE STATUTE 19.85 TO DISCUSS AND TAKE POSSIBLE ACTION ON:
Real Estate - 19.85(1)(e)
Personnel - 19.85(1)(c)
Administrator Mid-Year Evaluation - 19.85(1)(c)

Motion by Bernard/Lear to convene into Executive session at 5:36p.m. Motion approved 6-0.

RECONVENE INTO OPEN SESSION - Motion by Lear/Bunton to reconvene into open session at 5:44 p.m. Motion approved 6-0.

PUBLIC COMMENT - No one addressed the board.

REPORTS
Board President - Gartzke commented on the National History Day event held at UWM and how impressive the students were. Gartzke stated that it was an interesting experience and was pretty cool to see.

Administrator -
Art Show - April 3 - Villalobos stated that last year Lear helped judge the Art show and is reaching out to another board member to judge. Propst was asked to be a judge, since he is a board member who does not have a student at Friess Lake School. Pacetti is planning on having awards and recognizing students for their accomplishments. The Art show will be held from 6-8 p.m. on Friday night. There are plans to have stations where families can do art projects as well.

Kindergarten Registration - Villalobos remarked that Laird put together an information sheet that he and Tomich worked on that speaks to how students are screened and grouping students to meet the needs of kids and parents.

Math Professional Development Update - Villalobos reported that Downs put together a menu of training for math and is really excited to share the math progress. HUHS is one of the members participating in our partnership[opportunity.

Open Enrollment Update - Villalobos stated that the open enrollment figures are still changing with none of our existing families leaving the district.

Budget Process Update - Howe reported on the existing budgeting planning calendar, that the district is in the middle of the budget process now, she is working on the revenue limit worksheets, staffing changes, required open enrollment decision, and asked if there were any questions. Propst asked if the RMS gym floor was included in this budget, if not, to address the floor sooner than later, and the cost of refurbishing the FLES floor. Howe stated that this was not included in this budget, will consult with Shelsta about it being in a 10 year plan, that the FLES gym floor cost approximately $23,000, and that Fund 46 funds would be a good use for this.

DISCUSSION
Compensation Model Update - Villalobos attached two documents from the two meetings that were held at each school. The feedback was incredibly insightful, there was a lot of solid ideas to think about regarding compensation, and we have run linear data on this. Per pupil spending for all K-8 districts was analyzed, a comparison to eighteen other districts that are most similar

to us in size was performed, and the data will not be perfect due to the inclusion of full-time and part-time FTEs. Other factors discussed were; teaching staff, support staff, administration, lower spending on salaries, wage bands, CPI, wage adjustments, and the upcoming March compensation draft. The next compensation meeting will start with same feedback, have staff look at draft plans, come up with up to three ideas on maneuvering forward. Villalobos appreciated the attendance at meetings, the interaction with the models, and the resulting updates. Sample of what other districts had in place are being reviewed and the board is being kept abreast of all the information so the evolvement of the plan can be followed. Items being considered are CPI calculations, non-union personnel, slow the growth and reduce gaps from growing, teacher wage adjustments, education-based issues, licensing, retirement, WRS eligibility, longevity, retention, and gauging board feedback. Propst asked about stipends versus base wage increases. Howe stated that other ideas are being entertained for compensation and the betterment of oneself for increased wages. Villalobos remarked that supplemental pay was discussed, school trend data on this type of pay, point-based increases, and the differing philosophies. Gartke noted that whatever is done drives behaviors, to set this up in a manner that gives them control, and to look at some of other things like base wages does not drive behavior. Howe informed members of the base wage standings of personnel, the skewing of averages, and the average years of service.

Maintenance Projects for Upcoming School Year - Villalobos noted several meetings held regarding capital improvement plans, some return bids have not been received yet, and some companies have been squared away. More projects will be done at RMS due to summer school being held at FLES. Some projects being discussed are; FLES sign replacement, gym water fountains, boilers, roofing, windows, several RMS classrooms being redone, gas pipes, boilers, east side drainage, putting in drain tile, putting downspouts underground, library bookshelves, fencing, beautify gym adding conference logos, stair treads, food service budget replacement of equipment and backsplash, roofing leak by gym bathroom, and redoing one of the bathrooms. Propst questioned the boys bathroom wash basin/sprayers. Villalobos also discussed the re-coring of district locks, keys, badges, security systems and that more detailed information will be presented at the next meeting.

Evaluation of Internal School Board Operations - Gartzke spoke about the Gandt chart for board access on the operations. Every March CESA 6 can provide an evaluation, but he personally does not think the board needs to do the same level of review. Gartzke asked for board opinion. Lear, Propst, and Bernard agreed not to go to that extent. Gartzke opened it up for more general discussion. Bernard stated that, when needed, extra meetings are needed, so that is sufficient. Van Der Geest noted that the school year seems more manageable this year. Propst said the board packets were inconsistent not coming out more complete with no errors. Lear liked the two meetings per month.

Celebrate Families Event - Villalobos explained that there are multiple facets with this discussion. The event will be held on 4/24. HHOPS would love it if board members would volunteer again, but spread themselves out more singly. Jessica Peterson is in charge of volunteers this year, so if anyone is interested, please try to volunteer. Villalobos asked if members wished to donate privately or as a group. HHOPS asked if alcohol could be served during the event. The board would be able to suspend policies to do this, if they wished to approve of this practice. Lear questioned the introduction of alcohol. Villalobos explained the HHOPS' feedback received on the event. Van Der Geest remarked on the insurance implications and district insurance liability. The district does not have coverage for this and teh recommendation was to have a third party to manage the alcohol services. Bernard was unsure about opening the district up to this. Gartzke stated that this opens the door and exposes you. Van Der Geest said that this is a family event, at a different location this would be more appropriate, and if it was an adult-only affair it would be more appropriate. Propst asked if the idea was posed to increase sales and commented on the district's reputation could be destroyed because of one event.

Lear noted a disgruntled parent rant and the submission of a Coronavirus plan. Villalobos spoke about the HHHOPs scholarship is out now, the Boby Frings scholarship is out, and that the district is working with the school nurse on the pandemic plan.

FUTURE AGENDA ITEMS:

Approval of the Curriculum Process

Adoption of LEA Special Education Procedures Handbook

Approve of Doris Osterhaus as Long Term Substitute Teacher for Ms. Siem

Student Fee Schedule (registration/athletic/co-curricular)

Approve of Maintenance projects for Upcoming School Year

Policy Review

ADJOURN - Motion by Gartzke to adjourn at 7:12 p.m. Motion approved 5-0.

Respectfully Submitted,

Hope David