

# CEDARBURG SCHOOL DISTRICT

## Mission Statement

*The mission of Cedarburg School District is to provide an exemplary education that challenges students in a nurturing environment to develop into lifelong learners, to become responsible adults, and to achieve their goals and dreams.*

**Board of Education  
Regular Meeting and Committee of the Whole Meeting  
November 18, 2015  
7:00 p.m.  
CHS Large Group Instruction Room and Board Room  
W68 N611 Evergreen Boulevard  
Cedarburg, WI**

## - Minutes -

*To view the November 18, 2015 School Board meeting in its entirety,  
go to [Cedarburg School District You Tube Channel](#)*

Board Members Present: Jeff Brey, Kevin Kennedy, Philip McGoohan, Mark Meisner, Chris Reimer,  
Dave Krier (8:37 p.m. late arrival)  
Excused Absence: Rick Leach

Others Present: Todd Bugnacki, Superintendent; Karen Dvornik, Director of Business Services; Conrad Farner; Director of Human Resources; Alan Groth, Director of Curriculum & Instruction; Ted Noll, Director of Student Services; Rachel Yurk, Technology; John Koster, Director of Buildings & Grounds; Jeff Nelson, CHS Principal; Jodi Hackl, Co Principal, Calie Neureuther; Tony DeRosa, Webster Principal; Dan Reinert, Jayne Holck, Parkview Principal; Angela Little, Thorson Principal; Katie Ramos, Westlawn Principal; and other interested citizens.

I. Call to Order – Chris Reimer, President

Mr. Reimer called the meeting to order at 7:00

II. Statement of Public Notice – Chris Reimer, President

III. Pledge of Allegiance

IV. Resolutions and Recognitions

Mr. Reimer welcomed Ms. Rose, Director of Technology to the Board table.

A. American Education Week November 16-20, 2015

Mr. Bugnacki recognized outstanding teachers, support staff and custodians for their commitment, dedication and positive energy they bring every day to their job stating the effort and accomplishments of our staff separates our district from others. During American Education Week we say *Thank You* for creating an atmosphere of high expectations and unconditional support of success.

- B. Congratulations to the following students who were selected for the National Honors Choir: Jorgan Jammal, Honors Concert Choir and Jordan Meierhofer, Honors Women's Choir. Both will perform at Carnegie Hall's 125<sup>th</sup> anniversary season and take part in the Series' first-ever presentation of five Honors Ensembles. Mr. Bugnacki mentioned there were many thousands of applicants before narrowing it down to 750.
- C. Congratulations to the following Boys' Soccer team taking 2<sup>nd</sup> Place at the State meet. Bobby O'Neil, Henry Brzycki, Noal Baldwin, Sam Galaszewski, Zach Skorik, Drew Kuborn, Nat Esten, Eric Peterson, Nolan Stumpf, Tim Yu, Braden Voeller, Ben Brekke, Sam Gomez, Andrew Edwards, Ian McConeghy, Jared Short, Dominik Linn, Sam Kornetzke, Michael Slavin, Ben Hengst.
- D. Congratulations to the Girls' Swim and Dive winning their 4<sup>th</sup> straight Sectional Title: Grace Aschenbrenner, Adriana Avila, Erin Bibby, Nicole Blawat, Catherine Crow, Ana Diges, Emma Lee Dosland, Maddy Douglass, Katie Drabot, Madison Edgren, Molly Eilbes, Lucia Estrada, Corinne Etzelmueller, Broamma Filtz, Kathryn Fix, Skylar Fore, Alena Fullsackova, Maddie Graefe, Catherine Gwidt, Ella Hosack, Lillie Hoscak, Elena Hurley, Zoe Johnson, Ashleigh Kucharski, MacKenzie Lanagan, Rachel LaPorte, Jaidyn Marshall, Adria Naas, Jenny Nimitz, Emily Olson, Daniella Peters, Marinah Phelps, Kendra Pinegar, Grace Reasoner, Erika Remington, Marla Ruzicka, Amanda Rychtik, Cassie Schenker, Emma Schmit, Addison Shell, Emily Smith, Uve Strautmanis, Catherine Torner, Lindsay Tushman, Elena Ulschmid, Taylor Veenendwal, Jenna Waligora.

Congratulations to the following girls competing at the WIAA Girls' State Swim Meet: Katie Drabot, Skylar Fore, Lillie Hoscak, Danielle Peters, Ella Hosack, Erika Remington, Lucia Estrada and in diving, Adriana Avila.

Mr. Pentek updated the results for the Girls' swim team. The team placed 3<sup>rd</sup> in Division I tournament. In addition, the following are individual results: Katie Drabot 1<sup>st</sup> in the 200 yard freestyle setting a new state record; 1<sup>st</sup> in the 100 yard freestyle setting a new state record; 6<sup>th</sup> in the 200 yard freestyle relay; and 1<sup>st</sup> in the 400 yard freestyle relay. Lillie Hosack 9<sup>th</sup> in the 200 yard medley relay; 1<sup>st</sup> in the 200 yard IM; 3<sup>rd</sup> in the 100 yard backstroke; and 1<sup>st</sup> in the 400 yard freestyle relay. Skylar Fore 2<sup>nd</sup> in the 50 yard freestyle; 2<sup>nd</sup> in the 100 yard freestyle; 6<sup>th</sup> in the 200 yard freestyle relay and 1<sup>st</sup> in the 400 yard freestyle relay. Ella Hosack 9<sup>th</sup> in the 200 yard medley relay and 18<sup>th</sup> in the 100 yard backstroke. Erika Remington 9<sup>th</sup> in the 200 yard medley relay and 6<sup>th</sup> in the 200 yard freestyle relay. Daniella Peters 9<sup>th</sup> in the 200 yard medley relay; 6<sup>th</sup> in the 200 yard freestyle relay; and 1<sup>st</sup> in the 400 yard freestyle relay. Adrianna Avila 7<sup>th</sup> in 1meter Diving.

- V. The Board may take action regarding the Consent Agenda

Minutes – October 24, 2015 and October 28, 2015

Board of Education members will review District financial information including summary of accounts, the check register and check detail.

Personnel Report

**Professional Employees**

*Separation of employment*

Megan Blanchette, French Teacher, CHS

***Contract***

David Wyatt, Part-time French Teacher, CHS  
Pamela Harrison, Part-time Band Teacher, CHS

**Classified/Support Staff**

***Separation of employment***

Mark Olson, Maintenance, District  
Carla Hugill, Paraprofessional, CHS

***Hired***

Melissa Kunz, IMC Aide, Thorson  
David Latzl, Maintenance, District  
Rochelle Schuette, Paraprofessional, CHS  
Meredith Foshag, Paraprofessional, CHS

Mr. Kennedy moved to approve the Consent Agenda. Mr. Brey seconded the motion. Motion passed, 5-0

VI. Reports and Recommendations

A. Superintendent's Notes

1. Westlawn School Report

Mr. Bugnacki explained the school presentations are an opportunity to connect with the Board in a structured format that is positive, upbeat and insightful while demonstrating student success, growth, engagement and ownership for learning. Next month, Parkview will present.

Ms. Ramos, Westlawn Principal reported that the past three years Westlawn 4<sup>th</sup> grade students have partnered with Lasata Senior Living Center to celebrate and learn from each other. The November theme was citizenship and how to become better citizens. She introduced Ms. Van Groll and Mr. Noel, 4<sup>th</sup> grade teachers.

Ms. Van Groll described the first two years of the program. This year the students incorporated technology by using their Chromebooks. Both student and senior buddy discussed their favorite childhood activity. The culmination of the project this year will be creating a friendship quilt. Ms. Van Groll mentioned one of the favorite game activities when together is playing "Are You Smarter Than a Fourth Grader?"

Mr. Noel mentioned his class wrote poetry last year. He indicated some students even made contact outside of the classroom with their buddies as they have created lifelong buddies. This experience has shown that students have more in common with their new friends than anyone thought.

Buddies from Lasata spoke at the meeting as well. Ms. Arlene likes the program because she gets to keep up with the school system. Ms. Celia finds it very interesting and is surprised the younger children are interested in her.

Taylor, a 5<sup>th</sup> grade student in the program last year, spoke on behalf of her experience in the program.

In conclusion, Ms. Ramos stated this is good citizenship, providing opportunity to students as they learn and grow.

- B. Mr. Kennedy moved to accept the grant donation from the Cedarburg/Grafton Rotary of \$1,995 for an Automotive Vehicle Hoist and \$495 for a Camber and Caster Gauge to be used by the Cedarburg High School Autos Department. Mr. McGoohan seconded the motion. Motion passed, 5-0.
- C. Mr. Kennedy moved to accept the donation of \$500 from Ms. Joan Burkett to be used by the Cedarburg High School Vocal Music Department to continue the accompanist training program. Mr. McGoohan seconded the motion. Motion passed, 5-0.
- D. The Board may take action to reject Cedarburg School District's assignment in the proposed WIAA realignment proposal.

Mr. Bugnacki stated the WIAA Board of Control revised the first proposed conference realignment of 28 teams and on October 9 came up with the current proposed realignment. He is recommending the board take action to reject the WIAA proposal that Cedarburg is in Conference B and recommend WIAA consider placing Cedarburg in Conference A.

Mr. Pentek compared travel time, cost considerations, and school population with the current conference, new conference and proposed conference. Another area of concern with the new conference is rivalry tradition would be discarded. Cedarburg would lose all of the traditions that have been established over the years.

Discussion ensued.

Mr. Pentek stated on December 4, 2016, the WIAA Board of Control is providing Athletic Directors and administration opportunities to voice their opinion on the New Conference proposal. They will meet again on January 27, 2016 to make a final decision. The proposed conference will begin in the 2017-18 school year.

The Board asked Mr. Pentek to send the list of Board of Control names to each board member.

Mr. McGoohan moved to reject the WIAA proposal of Cedarburg's placement in Conference B and recommend the WIAA Board of Control approve Cedarburg's placement in Conference A. Mr. Brey seconded the motion. Motion passed 5-0.

Mr. Pentek will draft a letter to the Board of Control for review by administration. The letter will state Cedarburg's rejection of the proposed new conference alignment, recommend a proposed conference and state its intention of beginning an appeal process.

- E. The Board may take action regarding the Dental Insurance Renewal Change.

Ms. Dvornik stated it is recommended the Board of Education approve the change to the renewal with Delta Dental of Wisconsin effective January 1, 2016. The district's insurance consultant was able to secure a 0% increase instead of the 2.8% approved at the October board meeting.

Mr. Kennedy moved to approve the revised dental insurance proposal. Mr. Meisner seconded the motion. Motion passed, 5-0.

- F. The Board may take action to approve the 2016-17 New Courses and New Initiatives
- a. Global Ed Certificate
  - b. AP Seminar & Oral Communication
  - c. Lifeguard Training
  - d. Materials Science & Principles of Chemistry and Physics
  - e. College Accounting
  - f. Algebra I Accelerated & Algebra I

Mr. Groth stated these courses were discussed at the recent Curriculum Committee meeting. The summary sheet provides a broad overview of six new courses and revisions.

Mr. McGoohan moved to approve the 2016-17 New Course and New Initiatives. Mr. Kennedy seconded the motion. Motion passed, 5-0.

- G. Public Comment: No later than 8:15 p.m., any member of the public may comment on an agenda item or any matter relevant to District operations.

Mike Cullen, Cedarburg  
Spoke on behalf of Pay for Performance and retaining young teachers.

## VII. Committee Reports

- A. Curriculum Committee Report  
Mr. McGoohan stated 2016-17 New Courses and New Initiatives was discussed at the Curriculum Committee and approved tonight.

Mr. Brey moved to adjourn into Committee of the Whole. Mr. Kennedy seconded the motion. Motion passed, 5-0. Adjourn at 8:13 p.m.

## VIII. Adjournment into Committee of the Whole (Board Room) 8:20 p.m.

- A. 2016-17 Budget Planning Calendar  
Ms. Dvornik presented the 2016-17 Budget Planning Calendar stating it is used as a guide to develop the 2016-17 budget. Monthly P&F meetings are scheduled to begin in February.
- B. Webster 2016/17 Schedule Update  
Mr. DeRosa presented the Webster 2016-17 Schedule. He indicated he is hosting a parent night at Webster to discuss the new schedule on December 8, 2015. He discussed the timeline, reasons for a new schedule, the current and proposed daily schedule and staffing. He explained the PIE programming and homeroom schedule. The next steps include further discussion and refinements, feedback from staff regarding PIE time, 2015-16 Professional development, Curriculum development and ongoing assessment of impact on schedule and student learning.

Mr. Bugnacki reported CHS will provide an update on how their new schedule is working at the January Committee of the Whole meeting.

- C. Norms and etiquette for Chromebook usage  
Ms. Rose distributed a guideline for Chromebook usage for school board members. She explained the purpose of the chromebooks, expectations of use at board meetings and outside meetings and etiquette or expected behaviors.

Discussion ensued.

Mr. Brey moved to adjourn into Executive Session. Mr. Meisner seconded the motion. Motion passed, 6-0.

Adjourned into Executive Session at 9:20 p.m.

IX. Adjournment Into Executive Session

- A. It is anticipated the Board will adjourn into closed session to:
  - 1. consider administrative employees' performance evaluation, contract renewal or nonrenewal and compensation pursuant to Sections 19.85(1)(c) & (e) of the Wisconsin Statutes;
  - 2. consider performance evaluation data and an educator performance-based compensation plan which involves discussion of specific public employees over which the School Board has jurisdiction or exercises responsibility pursuant to Wis. Stats. 19.85(1)(c).
  - 3. approve Executive Session Minutes of October 28, 2015.

X. Adjournment into Open Session

- A. The Board may reconvene to open session and may take action regarding:
  - 1. Pay for performance plan.

XI. Adjournment

Respectfully Submitted,

Ann Weaver  
Secretary to the School Board