

CEDARBURG SCHOOL DISTRICT

Mission Statement

The mission of the 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
March 16, 2016
7:00 p.m.
CHS Large Group Instruction Room and Board Room
W68 N611 Evergreen Boulevard
Cedarburg, WI**

Minutes

Board Members Present: Jeff Brey, Kevin Kennedy, Dave Krier, Rick Leach, Mark Meisner, Chris Reimer.
Board Member Absent: Philip McGoohan

Others Present: Todd Bugnacki, Superintendent; Conrad Farner; Director of Human Resources; Alan Groth, Director of Curriculum & Instruction; Ted Noll, Director of Student Services; Kirstin Rose, Director of Technology; Jeff Nelson, CHS Principal; Jodi Hackl, CHS Assistant Principal; Calie Neureuther, CHS Assistant Principal; David Pentek, AD, AP; Tony DeRosa, Webster Principal; Dan Reinert, Webster Assistant Principal; Jayne Holck, Parkview Principal; Angela Little, Thorson Principal; Katie Ramos, Westlawn Principal; and other interested citizens.

- I. Call to Order – Chris Reimer, President 7:02 pm
- II. Statement of Public Notice – Chris Reimer, President
- III. Pledge of Allegiance
- IV. Resolutions and Recognitions
 - A. WASB Member Recognition for Leadership and Board Development presented to Kevin Kennedy. In recognition of professional development, WASB awards points to board members who participate in WASB and National School Board Association activities such as, attending or presenting at WASB convention, serving on a WASB committee, or serving as a WASB delegate. A specified number of points are assigned to each activity ranging from 2 to 30 points. Kevin Kennedy has earned enough points to reach Level II.

On behalf of Cedarburg School District, Mr. Reimer congratulated Mr. Kennedy.
 - B. Governor Scott Walker has proclaimed the week of April 11-15, 2016 as Tornado and Severe Weather Awareness Week in Wisconsin. School administrators, safety officers and faculty will take time to go over the procedures needed when severe weather strikes to ensure that staff and students are prepared.

- C. Congratulations to the Boys Swim and Dive Team as Conference Champions. Congratulations for placing 5th at the Division 2 State meet and the following individuals at State: Diving: Sam Jenkins - 6th place and Garret Gonwa - 9th Place. Swimming: Owen Carr - 200 Freestyle 7th Place, 100 Butterfly 15th Place; Evan Geiser - 500 Freestyle 13th Place; Will Hobbs - 50 Freestyle 4th Place and 100 Freestyle 2nd Place; Jared Nickodem - 200 Individual Medley State Champion and 100 Butterfly 4th place; Jimmy Radtke - 100 Breaststroke 16th Place; Spencer Thompson - 200 Freestyle 8th Place, 500 Freestyle 7th place; Josh Bote, Will Hobbs, Jared Nicodem, Jimmy Radtke - 200 Medley Relay 7th Place; Owen Carr, Kevin Glomski, Will Hobbs, Spencer Thompson - 200 Freestyle Relay 7th Place; Owen Carr, Kevin Glomski, Jared Nickodem, Spencer Thompson - 400 Freestyle Relay 4th Place, Michael Huyler – alternate.

Congratulations to Jared Nickodem, **State Champion** in the 200y IM.

- D. Congratulations to the Girls' Gymnastics Team for placing 4th in the Conference and placing 2nd at Sectionals which qualified the team for the WIAA Division 1 State meet. This is the second consecutive year the Bullhawks have qualified for the State meet as a team. Congratulations for placing 5th at State and the following individual State competitors: Maddie Gleed - Vault, Bars and All Around (placing 10th in the All Around); Paige Arnold - Vault and Floor; Natalie Zimbelman - Vault and Bars.
- E. Congratulations to the Boys' Wrestling Team placing 4th in the Conference: Congratulations to Max Grudzinski as Conference Champion (126lbs). Congratulations to the following individuals: Ryan Sigler - Conference Champion/ Regional Champ/Sectional Champ/State qualifier 160lbs. Josh Hickey - Conference champion/ Regional Champ/Sectional Champ/5th in State/North Shore Conference Wrestler of the Year - 132lbs
- F. Congratulations to the Girls' Ski Team placing 14th at the State competition: Emily Friedl, Abigail Kuborn, Anna Meyer, Kira Dynkowski, Payton Farley, Uve Strautmanis, Anna Reisinger. All girls represented the Bulldogs in LaCrosse at the State ski meet for the second consecutive year.
- G. Congratulations to the Boys' Basketball Team for placing 2nd in the Conference and for being the Regional Champion in Division 2. Congratulations to the following individuals: John Diener, All Conference 1st Team; Jordan Johnson, All Conference 2nd Team; and Matt Barber, All Conference, Honorable Mention.
- H. Congratulations to the Girls' Basketball Team for placing 2nd in the Conference and for being the Regional Champion in Division 2. Congratulations to the following individuals: Allie Barber, All Conference 1st Team; Kallie Murphy, All Conference 2nd Team; Kennedy Ross, All Conference, Honorable Mention; and Morgan Wallace, All Conference, Honorable Mention.
- I. Congratulations to the Boys' Hockey team for placing 2nd in the Conference. Congratulations to the following individuals: James Furey, Defenseman, All Conference 1st Team; Matt McCoy, Goalie, All Conference 1st Team; Brett Benning, Forward, All Conference 2nd Team; Pete Picciolo, Forward, All Conference, 2nd Team; and TJ Storck, Forward, All Conference, Honorable Mention;.
- J. Congratulations to the Girls' Hockey team with a 12-7-2 regular season record. The Lakeshore Lightning continue to gain respect throughout the hockey community in their early years as a program.
- V. The Board may take action regarding the Consent Agenda.
- A. Minutes Regular Meeting, February 17, 2016

B. Budget and Finance – The Board will review District financial information including summary of accounts, the check register and check detail.

C. Personnel Report

Professional Employees

Separation of Employment

Amanda Jagodzinski, Teacher, Webster

Paul Schneble, Teacher, Webster

Contract

Jenell Swick, Teacher, Webster

Classified/Support Staff

Separation of Employment

Karen Hershenson, Para Professional Aide, Thorson

Sue Penkivech, Instructional Aide, CHS

Brenda Rowland, Administrative Assistant, Thorson

Classified/Support Staff

Hired

Jessica Frank, Para Professional Aide, Parkview

Mr. Leach moved to approve the Consent Agenda. Mr. Kennedy seconded the motion. Motion passed, 6-0.

VI. Reports

A. Superintendent's Notes

1. Webster School Report

Mr. DeRosa stated Mr. Ruff and Mr. Johnson, Social Studies teachers, are present to discuss the recent National History Day projects held at Webster Transitional School. Mr. DeRosa explained that National History Day projects began 3 years ago. Mr. Ruff reported more than 600,000 students participate annually in National History Day. The project is introduced in mid-September. Once a topic is chosen, students develop a thesis statement, research and gather sources and determine a bias. Students create and present authentic research using methods such as table top exhibits, documentaries, live performances, website, and written papers.

Mr. Johnson commended the Webster IMC Director, Ms. Stahle for all of her assistance helping students with their research. Additionally, the Communication Arts teachers, through their non-fiction curriculum worked well in conjunction with the history curriculum.

National History Day Regionals is March 20. Webster is sending 50 students to Carroll College.

Student, Josslyne stated her report was about Adolf Hitler's Rise to Power. She has always been interested in the Holocaust which she studied in Comm Arts in 7th grade.

Student Sara interviewed the Milwaukee Jewish Federation President. She stated the skills learned from this project will continue to benefit her in the future.

Student Olivia's research was about an Indian tribe. The project went well and the only challenge she faced was there was too much information for her project.

Student Brett's project was Abstract Impressionism 1 Visual Art. Her challenge was the limitations of the project.

Student Chloe's project was about the 911 Firefighters. She mentioned the judging part of the project was less scary than she thought it was going to be.

Discussion ensued.

2. Teaching and Learning Team

Ms. Rose reported the District begins state assessments at this time of year. Preparation is underway for grades 3-8 and 10. This year's 11th grade State administration of the ACT just finished today. The article in the News Graphic recognized Cedarburg's Class of 2016 on the ACT exam as juniors last year for the highest composite score in the area. A public announcement will be in April.

Discussion ensued.

VII. Recommendations

A. Mr. Leach moved to approve the \$1,000 donation from Will and Krista Seawall to be used by the Cedarburg High School Golf teams. Mr. Kennedy seconded the motion. Motion passed, 6-0.

B. The Board may take action to approve the one year therapy agreement with Dominiczak Therapy.

It is the recommendation of Administration that the Board approve the Occupational Therapy (OT) and Physical Therapy (PT) contract with Dominiczak for the 2016-17 school year. The Cedarburg School District has contracted for OT/PT services with Dominiczak Therapy since the 2005-06 school year.

Mr. Leach moved to approve the one year therapy agreement with Dominiczak Therapy. Mr. Kennedy seconded the motion. Motion passed, 6-0.

C. The Board may take action to approve the 2015-16 Audit Contract.

Mr. Bugnacki stated Reilly, Penner & Benton have performed audit services for the District for a number of years. The audit represents a price increase of \$200 and was discussed at the recent Personnel & Finance Committee meeting.

Mr. Brey moved to approve the 2015-16 Audit Contract. Mr. Meisner seconded the motion. Motion passed, 6-0.

D. The Board may take action to approve implementing a Health Risk Assessment Program.

It is recommended the Board approve the implementation of a Health Risk Assessment (HRA) Program that includes biometric screening. Mr. Bugnacki stated this program educates employees and encourages them to take an active role in improving their health. The approval of this program will allow the district to move forward with preparing a Request for Proposal for HRA/biometric screening.

Discussion ensued.

Mr. Brey stated District Legal Counsel will also review this program.

Mr. Kennedy moved to approve the Health Risk Assessment Program. Mr. Meisner seconded the motion. Motion passed, 4-2 with Mr. Krier and Mr. Leach voting against the Health Risk Assessment Program.

- E. 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.

Mr. Jack Arnett, Cedarburg

Spoke on behalf of the City and concerns with the Tennis Court Agreement with Cedarburg School District. He is available anytime to answer questions and welcomes ideas going forward.

VIII. Committee Reports

A. Insurance Committee

Mr. Brey stated this was previously discussed tonight.

B. Personnel & Finance Committee

Mr. Brey reported the Committee reviewed budget, future meetings, and compared history of expenditures. The Committee will continue budget discussions.

Mr. Leach moved to adjourn into Committee of the Whole. Mr. Krier seconded the motion. Motion passed, 6-0.

Adjournment into Committee of the Whole at 7:55 p.m.

IX. Adjournment into Committee of the Whole (Board Room)

A. G&T Program Update

Mr. Noll presented an update regarding the Gifted and Talented program at Cedarburg School District. The CPR Card update regarding focus items is nearing completion specific to items 8, 9 and 11. He thanked the Teaching and Learning team and the G&T team for all of their hard work.

The G&T and RtI, traditional model was discussed. RtI is a process for achieving higher levels of academic and behavioral success for all students through high quality instructional practice, continuous review of student progress and collaboration. RtI has implications for all aspects of education including gifted and talented students. RtI for all was explained using the Tier 1, Tier 2 and Tier 3 models. Student needs are identified through Universal screening and targeted screeners.

Mr. Noll discussed reasons why RtI is a good practice for GT services. He explained there is advance learner support at the universal level as well. Specialists (GT) or coaches will support teachers with resources and strategies for differentiation and extending learning within the regular classroom.

Next steps were discussed.

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

The meeting adjourned into Executive Session at 8:24 p.m.

X. Adjournment into Executive Closed Session

A. It is anticipated the Board will adjourn to closed session to:

1. consider personnel performance pursuant to Wi. Stats 19.85(1)(c) if discussed in public could have an adverse effect upon the reputation of any person referred to;
2. consider performance and market-based compensation increases for educators over which the governmental body has jurisdiction or exercises responsibility, pursuant to Sections 19.85(1)(c) of the Wisconsin Statutes;
3. consider issuing preliminary notification of consideration to non-renew individual employment contracts for educators over which the governmental body has jurisdiction or exercises responsibility, pursuant to Sections 19.85(1)(c) of the Wisconsin Statutes;
4. consider the Superintendent's performance and goals pursuant to Wis. Stats. §19.85(1)(c).
5. approve Executive Session Minutes of February 17, 2016.

XI. Adjournment into Open Session

A. The Board may reconvene into Open Session and may take action regarding:

1. Intergovernmental Agreement 66.0301;
2. performance and market-based compensation increases for specific educators whose performance, current salary and market conditions warrant the increase;
3. preliminary notices of consideration to non-renew individual educator contracts of specific employees whose performance or program needs necessitate consideration of contract nonrenewal.

XII. Adjournment

Respectfully Submitted,

Ann Weaver

Secretary to the School Board