

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 Board Meeting and Committee of the Whole
July 20, 2016
7:00 p.m.
CHS Large Group Instruction Room and Board Room
W68 N611 Evergreen Boulevard
Cedarburg, WI**

Minutes -

*To view the July 20, 2016 School Board meeting in its entirety,
go to Cedarburg School District You Tube Channel*

Board Members Present: Jeff Brey, Kevin Kennedy, David Krier, , Philip McGoohan, Mark Meisner, Chris Reimer
Board Member Excused: Rick Leach

Others Present: Todd Bugnacki, Superintendent; Ben Irwin, Director of Business Services; Conrad Farner; Director of Human Resources; Alan Groth, Director of Curriculum & Instruction; Ted Noll, Director of Student Services; Kirstin Rose, Director of Technology; John Koster, Director of Facilities; Jayne Holck, Parkview Principal; and other interested citizens.

- I. Call to Order – Chris Reimer, President
Mr. Reimer called the meeting to order at 7:00 p.m.
- II. Statement of Public Notice – Chris Reimer, President
- III. Pledge of Allegiance
- IV. Resolutions and Recognitions
Mr. Reimer officially welcomed Mr. Irwin to his first official School Board Meeting.
- V. The Board may take action regarding the Consent Agenda.
 - A. Minutes Regular Meeting, June 15, 2016
 - B. Budget and Finance – review District financial information including summary of accounts, the check register and check detail.
 - C. Personnel Report
Professional Employees
Separation of Employment
Lisa Moore, Teacher, Cedarburg High School

Jennifer Bault, Teacher, Cedarburg High School

Contract

Bobbette Leu-Timmerman, Teacher, Cedarburg High School

Classified/Support Staff

Separation of Employment

Heidi Wood, Administrative Assistant, Cedarburg High School

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

Mr. Bugnacki read the press release and welcomed Mr. Kurth to Cedarburg School District.

On behalf of the School Board, Mr. Reimer welcomed Mr. Kurth and introduced him to the Board. Mr. Kurth introduced his wife Megan, and stated they are excited to begin their new journey at Cedarburg.

VI. Reports

A. Superintendent's Notes

Mr. Bugnacki stated the district continues to work over the summer with curriculum development, maintaining facilities, technology and security upgrades and the teaching and learning team preparing to welcome the newest class of 2030.

Mr. Groth spoke on behalf of the 4K Summer CPR Card and Key Planning details. He stated 71% of the summer 4K work is in process or completed. Teachers are collaborating, learning, processing and gearing up for the District's first ever 4K class.

Discussion ensued regarding the collaboration of 4K and 5K teaching staff.

Mr. Noll spoke on behalf of Inclusive Practices. He indicated administrators and educators attended a principal summit this summer at Mount Mary College that focused on continuing our practices of inclusion for all students. Meetings are scheduled throughout the summer for all building levels, subgroups and ELL to plan for the 2016-17 school year.

VII. Recommendations

A. Mr. Kennedy moved to accept the grant donation of \$1,136.20 from the American Chemical Society –Hach High School Chemistry Classroom Grant Program (ACS-Hach Programs) for the purchase of 4 Ken-a Vision Kena Digital Microscopes to be used in the chemistry and materials science classes at Cedarburg High School. Mr. Krier seconded the motion. Motion passed 6-0.

B. The Board may take action to approve an annual declaration and parent notice of the academic standards that will be in effect for the 2016-17 school year pursuant to Section 120.12(13) of Wis. Stats. §118.30(1g)(a)1, and pursuant to School Board Policy 2210 that are in effect for the 2016-17 school year.

Mr. Groth read *Pursuant to Section 120.12(13)(b) and Section 118.30(1g)(a)1 of the state statutes, the Cedarburg School District is officially notifying parents and guardians of the adopted academic standards, per School Board Policy 2210 that are in effect for the 2016-17 school year.*

Mr. Groth directed the board to page two of his handout, CSD Curriculum Foundation Planning. He indicated student learning encompasses all of these standards which cumulatively far exceed State Standards.

Mr. McGoohan moved to approve the annual declaration and parent notice of the academic standards that will be in effect for the 2016-17 school year pursuant to Section 120.12(13) of Wis. Stats. §118.30(1g)(a)1, and pursuant to School Board Policy 2210 that are in effect for the 2016-17 school year. Mr. Meisner seconded the motion. Motion passed, 6-0.

- A. The Board may take action to approve the 2016-17 Employee Handbooks.

Mr. Farner indicated the 2016-17 Employee Handbook changes were discussed at the recent Personnel & Finance Committee meeting. There are no substantive changes to the language, just clarifying current practices. The Professional Educator handbook language changes were made to Licensure/ Certification, Retirement Insurance and Stipend, and Leaves of absences. Changes recommended by the Personnel & Finance committee were incorporated in the revisions for board approval.

Mr. Farner described Support Staff leave changes were regarding the allotment of sick leave days and extended leaves.

Mr. Kennedy moved to approve the 2016-17 Employee Handbooks. Mr. Brey seconded the motion. Motion passed, 6-0.

- B. The Board may take action to approve the LED Light Conversion implementation.

Mr. Irwin stated this was discussed at the recent Personnel & Finance Committee meeting. As explained, the District would take \$1.2M from Fund Balance spread over two years, \$600,000 this year and \$600,000 in the 2017-18 school year. After year five when the district begins to see the savings, money can be put back into fund balance.

Mr. Koster presented the LED Light Conversion project, that if approved, Phase I will begin as soon as possible this summer. Phase II will be completed by the end of the summer 2017. He discussed initial costs, the average operation cost savings, and a 10-year operating cost savings at present value. Mr. Koster reported his focus will also be obtaining rebates on energy and other cost savings rebates for the district. The cash flow savings will be seen after year five.

Mr. Kennedy moved to approve the LED Light Conversion Implementation. Mr. McGoohan seconded the motion. Motion passed, 6-0.

- C. 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.

Adan Burgos, Grafton

As a Parkview educator, he thanked the School Board and Administration and is looking forward to next school year. He also thanked them for hiring two teachers he worked well with all year, Sheri Rowe and Teresa Cypert. He thanked Ms. Holck, Parkview Principal, for her leadership and support. He thanked administration for great facilities, fantastic technology, great infrastructure and the Technology team. He praised the communication between the school board, administration, and educators. He ended by inviting all board members to visit the classroom in 2016-17.

VIII. Committee Reports

A. Buildings & Grounds Committee Report – June 21

Mr. Kennedy reported the committee discussed the LED conversion. He commented the committee appreciates the four-year pay back and great savings.

B. Personnel & Finance Committee Report – July 13

Mr. Brey mentioned the topics tonight by Mr. Farner and Mr. Koster were covered at the P&F Meeting. The Committee approved Mr. Koster advance the Facilities Use and Fee Structure policy to the Policy Committee. The committee gave approval for Mr. Bugnacki and Mr. Koster to discuss with the City Plan Commission the signage project at Cedarburg High School and Webster. He indicated Mr. Koster will investigate the possibility of upgrading security cameras and will report back to the P&F Committee.

C. Negotiations Committee Report – July 13

Mr. Kennedy mentioned the Negotiations Committee met recently and did not come to consensus with the CEA.

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

The meeting adjourned into Committee of the Whole at 7:56 p.m.

IX. Adjournment into Committee of the Whole (Board Room) 8:03

A. Security Audit

Mr. Bugnacki stated the board tasked Ms. Rose and Technology to work with a consultant to conduct a technology security audit.

Ms. Rose reported the audit is part of the Security, Privacy and Opportunity Initiative that is focused on three areas: data privacy, data security, and communication/training. The report tonight touches on the data security piece. There are four pieces of the audit assessment – network security assessment, K-12 Technology Group, Skyward security assessment & Google Apps cloud security assessment.

She introduced Ben Sylvester, Director of Technology Services, K12 Technology Group. Mr. Sylvester attended via video conference call. He reviewed the audit process,

assessments and recommendations of the audit his company performed for Cedarburg School District.

Discussion ensued.

Mr. Reimer request this be forwarded to the Personnel & Finance meeting.

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

The meeting adjourned into Executive Closed Session at 9:11 p.m.

X. Adjournment into Executive Closed Session

- A. It is anticipated the Board will adjourn into closed session to:
1. approve Executive Session Minutes of June 15, 2016
 2. approve Special Board Meeting Minutes of June 30, 2016 and July 13, 2016
 3. consider employment and performance-related data of the Superintendent over which the School Board has jurisdiction or exercises responsibility, pursuant to Wis. Stats. 19.85(1)(c)
 4. review Superintendent 2016-17 Goals pursuant to Wis. Stats §19.85(1)(c)
 5. consider 2016-17 salary negotiations with the Cedarburg Education Association pursuant to Section 19.85(1)(e), Wis. Stats.

XI. Adjournment into Open Session

- A. The Board may reconvene to open session and may take action on the following:
1. 2016-17 salary negotiations with the Cedarburg Education Association and any associated salary adjustments for Cedarburg School District educators.

XII. Adjournment

Respectfully Submitted,

Ann Weaver
Secretary to the School Board

**RESOLUTION OF THE
CEDARBURG SCHOOL DISTRICT BOARD OF EDUCATION**

WHEREAS: Representatives of the Cedarburg School District Board of Education (hereinafter, "Board") and the Cedarburg Education Association (hereinafter, "Association") have been engaged in negotiations for the 2016-17 Collective Bargaining Agreement between the parties; and

WHEREAS: the Association has not accepted the Board's last base wage offer for the 2016-17 school year; and

WHEREAS: following a negotiating session on July 13, 2016, the Association negotiating team informed the Board negotiating team that the parties are at impasse; and

THEREFORE, be it resolved by the Board, that:

(1) the parties are at an impasse in negotiations over the 2016-17 Collective Bargaining Agreement between the Board and the Association;

(2) the Board's last best offer of increasing teacher wages by \$13,012 is to be distributed, based on performance, to eligible teachers who return for the 2016-17 school year, with remaining funds distributed to specific teachers deemed by the Administration to be in need of a market-based adjustment due to the competitiveness of their area(s) of certification, and that this offer be implemented as soon as practicable; and


Adopted by the Cedarburg School District Board of Education



Chris Reimer, School Board President

7-20-16

Date



Mark Meisner, School Board Clerk

7-20-16

Date