

# 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  
November 16, 2016  
7:00 p.m.  
CHS Large Group Instruction Room and Boardroom  
W68 N611 Evergreen Boulevard  
Cedarburg, WI**

## ~ Minutes ~

*To view the School Board meeting in its entirety, go to  
[Cedarburg School District YouTube Channel](#)*

Members Present: Chris Reimer, Jeff Brey, Kevin Kennedy, David Krier, Rick Leach, Brandon Goldbeck

Members Excused: Philip McGoohan

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; Angela Little, Thorson Principal; Janelle Townsend, CHS Assistant Principal; Rachel Yurk, District Instructional Tech; Adam Kurth, CHS Principal; Dan Reinert, Webster Assistant Principal; Katie Ramos, Westlawn Principal; Kelly Laux, Westlawn teacher, Stephanie Emmer, Westlawn teacher; Collen Huber, Westlawn teacher; Karen Eglhoff; Ann Weaver; and other interested teachers and 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

CHS Principal, Adam Kurth made acknowledgments.

- A. Congratulations to the following students for their accomplishments in the National Association of Teachers of Singing State Competition: Catherine Gwidt, first place in the Music Theatre category; Shelby Zang, second place in the Music Theatre category; and Marguerite Manning, third place in the Classical Music category.
  - B. Congratulations to the following students who were selected for the WCDA State Honors Choir: Nathan Conlon, Honors Men's Choir; and Emily Rusch and Lily Englebert, Honors Women's Choir. These students will rehearse and perform at the State Convention January 6-7, 2017.
  - C. Congratulations to the CHS Band for their excellent performance and showmanship at the 2016 WSMA State Marching Band Championships on October 15<sup>th</sup>. The band members, as well as the student- and parent-fans, did an excellent job representing Cedarburg High School.
  - D. Congratulations to the CHS Jazz Band who participated and performed in the Lawrence University Jazz Festival on November 5<sup>th</sup>. The band did a terrific job showing their Bulldog pride.
  - E. Congratulations to the Girls Swim Team for capturing the Sectional title. These swimmers and divers are representing CHS at the State meet on Saturday, November 12 at UW-Madison: Adriana Avila, diving; Lillie Hosack, 200-yard individual medley and 100-yard backstroke; Maya Novack, 50-yard freestyle and 100-year freestyle; Cassie Koester, 500-yard freestyle; Erika Reminton, 100-yard breaststroke; Skylar Fore, 50-yard freestyle and 100-year freestyle.
  - F. Congratulations to the CHS Girls Tennis Team; the two doubles teams were State qualifiers. Although the girls did not take the championship, they finished the season with their heads held high.
  - G. Congratulations to the Boys Soccer Team for claiming the Regional championship for the 4<sup>th</sup> straight year.
  - H. Congratulations to the Girls Volleyball Team for making it to the Regional championship. It was a close battle, but CHS came up behind. They had a great season.
  - I. Congratulations to the Coed Cross Country Team for making it to the Regional championship. Abby Kuborn finished 5<sup>th</sup>, qualifying her for the Division 1 State meet.
- V. The Board may take action regarding the Consent Agenda
- A. Minutes – October 26, 2016
  - B. Budget and Finance
    - i. Board of Education members will review District financial information including summary of accounts, the check register and check detail.
  - C. Personnel Report

**Professional Employees**  
***Separation of Employment***  
Gil Janssen, Webster  
Karen Buser, Thorson

**Classified/Support Staff**  
*Separation of Employment*  
Kathleen Hansen, CHS  
April Elsesser, Webster

**Classified/Support Staff**  
*Hired*  
Alisa Stocking, Thorson

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

VI. Reports and Recommendations

A. Superintendent's Notes  
i. Westlawn School Report

Presenting on Westlawn Elementary's Character day was Katie Ramos – Principal; Kelly Laux, Stephanie Emmer, and Collen Huber – teachers; and Anna M. & Jack R. – students.

- B. Mr. Leach moved to approve the donation of \$500 from CHS Fine Arts Boosters. This donation is to be used for Cedarburg High School's Band Department for the 2016-17 school year. Mr. Brey seconded the motion. Motion passed; 6-0.
- C. Mr. Leach moved to approve the donation of \$1,500 from Alan & Sally Kastelic. This donation is to be used for Cedarburg High School's Robotics Team for the 2016-17 school year. Mr. Brey seconded the motion. Motion passed; 6-0.
- D. Mr. Leach moved to approve the donation of \$500 from Barrow Medical Foundation. This donation is to be used for Cedarburg High School's Robotics Team for the 2016-17 school year. Mr. Brey seconded the motion. Motion passed; 6-0.
- E. Mr. Leach moved to approve the donation of \$500 from Kenneth and Yvonne Ostermann and the matching grant donation of \$500 from Harley-Davidson Motor Company. These donations are to be used for the art classes of Cedarburg High School teacher, Julie Grisar. Mr. Brey seconded the motion. Motion passed; 6-0.
- F. Mr. Leach moved to approve the donation of \$603.58 from McDonald's (Kilian Management Services). These funds were raised through Parkview's McTeacher Night Fundraising event and are to be used for faculty team-building and motivational materials for the 2016-17 school year. Mr. Brey seconded the motion. Motion passed; 6-0.
- G. Mr. Leach moved to approve the donation of tools and equipment valued at approximately \$2,000 from RodsNRelics car club. This donation is to be used for Cedarburg High School's Auto Program for the 2016-17 school year. Mr. Brey seconded the motion. Motion passed; 6-0.
- H. 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.

Patricia Thome, Cedarburg - Cedarburg City Council Member  
Patricia addressed the Board regarding the importance of the City-District relationship. Patricia relayed a desire to work with the district with regards to the City's future use of district facilities for the youth basketball program.

VII. Committee Reports

No Committee Reports were presented.

Mr. Leach moved to adjourn into Committee of the Whole. Mr. Kennney seconded the motion. Motion passed, 6-0. The Committee adjourned into Committee of the Whole at 7:26 p.m.

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

A. Interventions: LLI and Do the Math

Alan Groth and Ted Noll presented.

B. Strategic Plan Update

Todd Bugnacki presented.

C. Physical Education Credit Options

Alan Groth presented.

D. 2017-18 Budget Development Timeline

Ben Irwin presented.

E. Cedarburg City Council Request

Discussion ensued regarding the City's request to the district to waive the facility use fees for the City's youth basketball program. Various possible options to meet the City's request were discussed. The Board directs the Superintendent to take no action.

Mr. Leach moved to adjourn into Executive Closed Session. Mr. Goldbeck seconded the motion. Motion passed, 6-0. The meeting adjourned into Executive Closed Session at 9:20 p.m.

IX. Adjournment into Executive Closed Session

A. It is anticipated the Board will adjourn into Executive Closed Session to:

- i. approve Executive Closed Session Minutes of September 21 and October 26, 2016
- ii. 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;
- iii. consider performance and market-based compensation increases for educators and administrators over which the governmental body has jurisdiction or exercises responsibility, pursuant to Sections 19.85(1)(c) of the Wisconsin Statutes.

X. Adjournment into Open Session

Mr. Leach moved to adjourn into open session. Mr. Goldbeck seconded the motion. Motion passed, 6-0

A. The Board may reconvene to open session and may take action regarding:

- i. performance and market-based compensation increases for specific educators and administrators whose performance, current salary and market conditions warrant the increase.

Mr. Leach moved to approve performance and market-based compensation increases for educators which will total no more than \$65,000. Mr. Goldbeck seconded the motion. Motion passed, 6-0.

Mr. Leach moved to approve performance and market-based compensation increases for administrators which will total no more than \$26,000. Mr. Goldbeck seconded the motion. Motion passed, 6-0.

XI. Adjournment

Mr. Leach moved to adjourn the meeting. Mr. Goldbeck seconded the motion. Motion passed, 6-0.

The meeting adjourned at 9:48 p.m.

Respectfully Submitted,

Brenda Rowland  
School Board Secretary