

Phillips Board of Education Regular Board Meeting

Monday, June 17, 2013
6:00 PM

Phillips Middle School IMC
365 Highway 100
Phillips, Wisconsin

Our Vision:

Preparing for Tomorrow

Our Mission:

To inspire and empower all students to reach their greatest potential.

Our Goals:

- Review and assess educational opportunities annually throughout the District that enables each student to achieve their greatest academic and social growth.
 - Develop annual objectives and plans that will promote safety and security.
- To create added awareness of the District by implementing or expanding communication strategies that involve family and community members throughout the District.

School District of Phillips Regular Board Meeting Agenda			
I.	Call to Order (Pledge of Allegiance)	Baratka	
II.	Roll Call of Board Members	Baratka	
III.	Review of Compliance of Open Meeting Law	Baratka	
IV.	Public Participation Forum - Where members of the public will be allowed to make brief presentations to the board on items of interest to the school district. No action will be taken on items presented.	Baratka	
V.	Administrative Reports and Committee Reports		
	A. Principal Report		
	1. PhMS Student of the Month	Hoogland	
	2. German Immersion Trip – Bemidji	Marshall	
	B. Student Liaison Report	Schleife	
	C. Superintendent Year in Review Report	Leipart	93-95
	D. Special Education Year in Review Report	Potterton	
	E. 2013-15 State Budget Update – Voucher Expansion, Revenue Limit, and Fund 80	Leipart	96-97 & Attchmts
	F. Finance Report	Theeder	
	1. Monthly Report of Revenues & Expenditures		
	2. Budget Revisions 2012-13		
	3. Presentation of 2013-14 Preliminary Budget		
	G. Negotiations Committee – June 5 and 12, 2013	Rodewald	
VI.	Items for Discussion and Possible Action		
	A. Employee Handbook Consideration – Health Insurance Employee Contributions	Leipart	98 & Attch
	B. Athletic Committee Status	Leipart	99 & Attch
	1. Consider recruitment options for Athletic Director Position		
	2. Marawood Conference Realignment		
VII.	Consent Items	Baratka	
	A. Approval of Minutes from May 20, 2013 Regular Board Meeting		100-103
	B. Approval of Budget Revisions 2012-2013		
	C. Approval of Line of Credit for 2013-14		
	D. Approval of Personnel Report – Hiring, Recruitment, Resignation/ Retirement		104
	E. Approve Second Reading of Policy #241, Rule 1 Enrollment for 4K, K and First Grade		105-106
	F. Community Pool Request – Replacement Chair Lift		
	G. Approval of Bills		
VIII.	Items for Next Board	Baratka	

IX.	<p>Motion to convene into executive session at the conclusion of the open session:</p> <p>A. Pursuant to 19.85(1)(c), Wis. Stats., for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.</p> <ul style="list-style-type: none"> • Non-Affiliated Employee and Administrative Wages for 2013-14 • Classification of a 1405B Employee • Consider recall of PEA member on Layoff 	Baratka	
X.	The Board may reconvene into open session pursuant to 19.85(2), Wisc. Stats., if necessary, to act on motions made during the executive session.	Baratka	
XI.	Adjourn	Baratka	

**SCHOOL DISTRICT OF PHILLIPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

MEETING DATE: June 17, 2013

TOPIC: Superintendent Year in Review

BACKGROUND:**1. Educator Effectiveness (EE)**

- Remember that the purpose is to identify good teaching and learning and reproducing it across the district. EE is a collaborative approach that will promote academic rigor and positive relationships amongst staff, administration, the Board, and parents.
- EE will support implementation of District initiatives such as Common Core Standards, PBIS, RtI, and Collaborative Learning Environments.
- Administrative training and District configuration Summer 2012
- Introduction to staff and Board September 2012
- Pilot group of teachers assembled Fall 2012. Thank you Dave Scholz for facilitating teacher work teams.
- **Items to consider as you move forward:** How much time is required to appropriately administer and monitor the program? What is the financial impact of the program? (Remember that the program is mandatory)

2. Employee Handbook

- Process began in the spring of 2012. Open comment period for staff and community was held in the fall of 2012.
- Provides the framework for employee/employer relationships outside of a collective agreement.
- Has led to reasonable changes to employee benefits that will provide a more stable fiscal outlook for the District.
- **Items to consider as you move forward:** How will the Affordable Healthcare Act impact benefit design? How and when will the District allow changes to the handbook? How will employees provide feedback and suggestions regarding the handbook? What are other school districts doing? Remember that decisions made in a handbook will have an impact on recruiting and retaining staff.

3. 8-Period Day

- Implemented fall 2012
- Legitimate concerns were expressed by students, parents, and teachers regarding student access to content, academic expectations of doubling the number of classes attended each day, and balance of school, homework, and other activities.
- It appears that the transition was most challenging for Juniors and Seniors. Freshman and Sophomores were accustomed to an 8 period day in middle school.
- **Items to consider as you move forward:** Should some classes meet for 2 periods? How can we improve study skills and study halls? How can we provide intervention

time for students? Will flexible scheduling create more challenges or will it enhance learning opportunities?

4. School Report Card

- First release fall 2012
- PES exceeds expectations, PhMS and PHS meet expectations
- Measures Student Achievement, Student Growth, Closing Gaps, On-Track and Post Secondary Readiness, and Student Engagement
- Will be used to guide district-wide goals and objectives.
- **Items to consider as you move forward:** How will we maintain and improve our school report card? What will be the impact of changes in personnel and programming on the report card? How will we respond to changes in student demographics and needs? Graduation rates and attendance.

5. Curriculum Development

- Common Core Standards in Reading/Literacy and Math have been introduced.
- Science Standards are in a review process.
- Many groups are challenging the implementation of Common Core Standards. The concern is the perceived loss of local control and the impression that it promotes a social agenda.
- Our review of the Common Core indicates a shift to deeper understandings of content, rigorous content introduced at an earlier age, the development of literacy skills that require students to think independently and form opinions based on facts. Math content introduces Algebra in the primary grades and requires students to apply skills to solve problems that have connections to real-world problems. Math is no longer just numbers it is a story that has purpose.
- Advanced Academies: Our collaboration with NTC and the School District of Chequamegon has provided students with access to college coursework. Students in Phillips received 22 to classes, a total of 572 college credits earned, with a savings to students and parents of \$72,896 during the 2012-13 school year.
- **Items to consider as you move forward:** Teachers will need to take time to develop and review curriculum. Teachers and students will need the support of administration and the Board during this process. This is one of the primary reasons for the need to have collaboration time during the late student starts next year. This will also shape Student Learning Objectives, which will be a measurement of school performance and teacher effectiveness. How can we collaborate with community resources, industries and other educational institutions to provide learning opportunities for students?

6. Referendum

- It is difficult to look at the results with rose-colored glasses.
- The referendum failed by 6 votes.
- It set in motion a series of meetings to reduce \$650,000 out of the budget.
- Difficult decisions were made, with no topic too sacred to discuss including athletics.
- **Items to consider as you move forward:** When do you go back to referendum? Are there other sources of revenue possible such as establishment of an educational foundation? We are at the absolute minimal staffing to sustain current programming and services. What's next?

7. Moving Forward

- The School District of Phillips is a fantastic District, filled with dedicated, caring people. Students in the School District of Phillips do succeed academically and are prepared to go beyond their experiences in the School District of Phillips.
- The reality is that a number of factors are changing: Declining enrollment, changing student demographics such as an increase in the number of students living in poverty, State expectations and requirements, higher standards for student academic performance, reduction in staff, turn over in staff, change in staff responsibilities, reduction in revenue and a shift from state aid to local property tax.
- Are you ready for these changes? How will you communicate these changes with students, parents, staff and the community?
- How will the school and community respond to these changes? Remember that change is OK, being a small school is OK.
- How can we maintain and improve support of our public schools?
- How will students continue to be successful and be prepared for the next stage of life?

8. Thank you

I feel fortunate to have been a part of the School District of Phillips. I have many fond memories and no regrets. As a parent, I truly believe that my kids are better people and are prepared to enter college and the world because of their time in Phillips. I wish nothing but the very best for the school district and the Phillips community. As I move on, I will continue to be an advocate for rural schools and communities.

I sincerely hope our paths cross again.

AGENDA CATEGORY: <input type="checkbox"/> Policy/Issues <input type="checkbox"/> Monitoring Data <input type="checkbox"/> Consent Agenda <input checked="" type="checkbox"/> Information	PROPOSED MOTION:
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RATIONALE:

CONTACT: Wally Leipart **PHONE:** 715-339-2141, ext. 2001 **E-MAIL:** wleipart@phillips.k12.wi.us

**SCHOOL DISTRICT OF PHILLIPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

MEETING DATE: June 17, 2013

TOPIC: 2013-15 State Budget Update as it Pertains to Education

Voucher Expansion

It appears at this time that a statewide voucher system will be implemented in 2013-14. The omnibus that was approved by Joint Finance Committee indicates that the statewide voucher system will have an income cap, an enrollment cap of 500 in the first year and 1000 each year there after.

Voucher advocates are not done lobbying the senate and assembly. There is an aggressive effort to have the caps lifted.

Revenue Limit / Categorical Aid / Federal Forestlands

Current revenue limit will increase by \$75 in each year of the biennium under the revenue limit and an additional \$75 in each year of the biennium in categorical aid for a total increase in revenue of \$150 each year per student.

High cost transportation will receive additional aid for costs above 150% of the state average. The state will provide aid for 32% of the allowable cost. It is projected that Phillips will receive approximately \$20,000.

One time funding will be available to townships for federal forestlands. This will allow school districts with federal forestlands to acquire funding for such non-taxable lands. It is projected that Phillips will receive approximately \$80,000.

Fund 80 Cap and Accountability

District fund 80 will be capped at the 2012-13 level.

Accountability to fully disclose all fund 80 activity will be required through a publication to be presented at the annual meeting, published on the District website and reported to the State. Districts will have to identify how all expenditures meet the criteria of community service.

This is a first step in the narrowing of fund 80 projects. Lobbyists are aggressively pursuing the elimination of a district's authority to levy for community projects. The belief is that these projects should be a function of municipalities and not school districts.

BUDGET/FISCAL IMPACT: The revenue aspects will provide relief to the projected budget shortfall. Remember that the numbers provided are projected and are subject to final state approval. Regardless this will benefit Phillips to some extent but will not resolve the budget deficit.

The voucher expansion will eventually have an impact on Phillips. The intent of the legislation is to eventually place a voucher in every backpack. If that were to happen a district's levy authority will substantially decrease and school choice will be full scale. Voucher advocates insist that public schools are failing and voucher advocates demand statewide choice to send students to any school of a parent's choice through taxpayer dollars. Furthermore the taxpayer dollars that a voucher recipient will receive is twice as much as the aid the School District of Phillips receives per student.

Another related issue is the tax credit proposed for sending a child to a parochial school. The tax credit will be greater than the tax credit for sending your child to college. Allowable tuition expenses of \$4,000 for elementary students and \$10,000 for secondary students. It is projected to be a total reduction in state collected income taxes of \$30 million.

Fund 80 legislation has the potential of significantly changing the revenue source to fund the community pool and middle school athletics.

Please contact your legislatures and tell them how you feel about these items. Although Senator Jerry Petrowski and Tom Tiffany are not our senators, they were influential in our efforts to advocate for the revenue items indicated above (transportation and federal lands). Your representatives are Senator Bob Jauch and Representative Janet Bewley.

POLICY IMPACT:

AGENDA CATEGORY:

- Policy/Issues
- Monitoring Data
- Consent Agenda
- Other

PROPOSED MOTION:

RATIONALE:

CONTACT: Wally Leipart **PHONE:** 715-339-2141, ext. 2001 **E-MAIL:** wleipart@phillips.k12.wi.us

Tax deduction of up to \$10,000 per child in private school added to budget

Wisconsin income taxes also would be cut

By Jason Stein of the Journal Sentinel
 June 5, 2013

Madison — The state would provide a deduction of up to \$10,000 per child to parents of tens of thousands of private school students and cut income taxes by \$651 million over two years, under votes taken early Wednesday by Republicans on the Legislature's budget committee.

As the sun sank and rose again, the yawning lawmakers on the Joint Finance Committee voted 12-4 along party lines to approve sweeping motions on taxes and education and then advance Gov. Scott Walker's 2013-'15 budget bill. The legislation must now be passed by the Assembly and Senate and signed by Walker.

Under the \$30 million a year tuition provision, parents of the nearly 100,000 private school students in Wisconsin could receive an income tax deduction of up to \$4,000 for tuition paid for each kindergarten through eighth-grade student and up to \$10,000 per high school student.

Sen. Glenn Grothman (R-West Bend), a member of the budget panel who pushed for the change, praised the vote.

"I'm not sure this is enough to change (parents') behavior but it's something we can build on in future budgets," Grothman said. "It's high time we help parents who want a different sort of curriculum than they get in public schools."

The move came after lawmakers approved a separate statewide expansion of taxpayer-funded voucher schools, an increase in funding for such schools and a \$300 per pupil increase in the revenue limits for public schools over the next two years.

Democrats, teachers unions and public school advocates denounced the votes.

"Wisconsin lawmakers...have advanced a plan that offers a pittance to the majority of children in an attempt to distract citizens from the fact that they are opening the floodgates for taxpayer funding of private school tuition. To make this budget even worse for public school children, legislators added a double-dip provision to benefit private schools by providing tax deductions for private school tuition," said Mary Bell, president of the Wisconsin Education Association Council.

The private school tax deduction would amount to an income tax cut for the typical family of up to roughly \$240 for each kindergarten through eighth-grade student and \$600 for each high school student, according to a rough calculation by the Legislature's nonpartisan budget office. The office expected an annual loss of tax revenue of about \$30 million for the provision, which would affect 79,000 K-8 students in private

schools and 18,000 high school students.

The proposal appeared to apply to students in private voucher schools that receive taxpayer funds. But in the cases of those schools, students would typically have fewer and potentially no tuition costs that could qualify for the deduction.

The separate and larger income tax cut would also flatten and simplify the tax code, cutting a number of tax credits and collapsing the current five income brackets to four.

GOP lawmakers nearly doubled Walker's proposed income tax cut but stopped short of a larger tax cut favored by some Assembly Republicans. The tax cuts under the Joint Finance plan would be \$651 million over two years.

Starting in 2013 under the proposal, taxpayers making up to \$14,330 in taxable income would have an income tax rate of 4.4%, down from 4.6% currently. Taxpayers with additional income up to \$28,650 would have a rate of 5.84% on that income, down from 6.15% currently.

Those with additional income up to \$315,460 would have a tax rate of 6.27% on that income, down from 6.5% and 6.75% in two existing brackets that would be collapsed into one. Taxpayers making more than \$315,460 would have a 7.65% tax cut on that additional income, down from the current 7.75%.

To simplify the tax code, the proposal would also eliminate a number of tax credits and would cut state fees by an additional \$16 million.

The motion would also reduce income taxes further by using any new tax money that might result from federal legislation currently before Congress allowing states to require out-of-state Internet retailers to collect state sales taxes.

Lawmakers also want to expand school voucher programs beyond the borders of Milwaukee and eastern Racine County. The programs allow parents who meet income thresholds to send their children to religious schools and other private schools at taxpayer expense.

Under the motion approved 12-4 along party lines by Republicans on the budget panel:

- Public schools would receive \$150 more per student in general aid this fall and another \$150 increase the following year. The plan would cost \$289 million over two years, with \$231.5 million funded with state taxes and the rest with an additional \$52 million in higher local property taxes and an increase in expected revenues from the state lottery.

Under the budget committee's proposal, total property taxes would increase by less than 1% per year, with school levies going up somewhat more than that.

- A new voucher program would become available to all students outside Milwaukee and Racine. It would be limited to 500 students the first year and 1,000 students every year thereafter.

If there are more students seeking slots in the program than allowed, the proposal would allocate the available slots by lottery. The slots would go to the 25 schools with the most applications, with each school getting at least 10 seats.

- Voucher schools in all parts of the state would receive \$7,210 per kindergarten through eighth-grade student and \$7,856 per high school student — up from \$6,442 currently.

PUBLIC INSTRUCTION

Omnibus Motion
[LFB Papers #505 through #524]

05

Motion:

Move to adopt the following items:

1. *State Support for K-12 Education and General School Aids Funding Level (Paper #505)*. Increase the per pupil adjustment under revenue limits by \$75 in 2013-14 and by another \$75 in 2014-15, which would increase school district revenue limit authority by an estimated \$34,000,000 in 2013-14 and \$96,000,000 in 2014-15. Provide an additional \$5,000,000 GPR in 2013-14 and \$36,000,000 GPR in 2014-15 in general school aids. Provide \$63,487,500 GPR in 2013-14 and \$126,975,000 GPR in 2014-15 to fund a \$75 per pupil categorical aid in 2013-14, with an additional \$75 in 2014-15. Create a GPR sum sufficient appropriation to make these payments, and provide that the current three-year rolling average pupil count under revenue limits would be used to calculate this per pupil aid to school districts. Specify that this per pupil aid would be paid on the fourth Monday in March.

[Under Item 1, there would be a \$75/\$75 per pupil adjustment under revenue limits, and an additional state funded \$75/\$75 per pupil categorical aid that would be outside of revenue limits.]

2. *Lottery and Gaming Credit Reestimate*. Increase the lottery and gaming credit by an estimated \$8,639,400 SEG in 2013-14 and \$114,000 in 2014-15 attributable to higher ticket sales in 2012-13 and adjustments previously approved by the Committee to administrative funding.

3. *General Aid Calculation for Consolidated School Districts (Paper #506)*. Adopt Alternative #A1, which approve the Governor's recommendation, as modified, to specify that: (a) the equalization aid formula factors for a consolidated district be increased by 10% in the sixth year after consolidation and by 5% in the seventh year after consolidation; and (b) that the special adjustment aid guarantee for a consolidated district in the sixth year after consolidation be set at an amount equal to 66% of the special adjustment aid received in the fifth year after consolidation as a result of the hold harmless provision related to the separate districts' aid payments, and that, in the seventh year after consolidation, the guarantee be set at 33% of that aid amount.

4. *Revenue Limit Adjustment for Uncounted Open Enrollment Pupils (Paper #507)*. Adopt Alternative #1 to specify that the revenue limit adjustment for uncounted open enrollment pupils be nonrecurring, including adjustments received by school districts in 2012-13.

5. *School Performance Incentive Grants (Paper #510)*. Adopt Alternatives A4, B4, and C4 to delete the Governor's recommendation. Delete \$64,000,000 GPR in 2014-15.

6. *Educator Effectiveness Evaluation System (Paper #511)*. Adopt Alternative 1, which would approve the Governor's recommendation.

7. *High Cost Transportation Aid*. Provide \$5,000,000 GPR annually and create a new high cost transportation categorical aid program. A school district would receive aid if it incurred in the prior year general transportation costs above 150% of the statewide per member average.

Using cost data from 2011-12, the average transportation cost per member was \$403, and 150% of that amount was approximately \$605. There were 128 districts that incurred costs above \$605 per member for transportation, totaling \$15,537,200. This provision would reimburse approximately 32% of costs above 150% of the statewide average per member.

8. *Milwaukee and Racine Parental Choice Programs -- Per Pupil Payments (Paper #515)*. Adopt the Governor's proposed payment amounts for 2013-14 and set the payments for 2014-15 at \$7,210 for a K-8 pupil and \$7,856 (same as AB 40) for a pupil in grades 9-12. Specify that, beginning in 2015-16, the maximum per pupil payments in a given year be set equal to the maximum payment in the previous school year plus the revenue limit per pupil adjustment, if positive, provided to public school districts in the current year plus the change in categorical aid funding per pupil, if positive, from the prior year to the current year.

Provide that, beginning in 2013-14, the 38.4% aid reduction provision for the Milwaukee program would be reduced by 3.2 percentage points per year, until that program would be fully state funded. This would establish a 12-year phase-out of the current aid reduction. Specify that the current 38.4% aid reduction would not apply to any school district in which a choice program was established after July 1, 2011.

As a result of these provisions, compared to the bill, increase GPR funding by \$3,673,600 2014-15. Reduce the district aid reductions by -\$7,112,000 in 2013-14 and -\$14,062,300 in 2014-15. Increase net GPR by \$7,112,000 in 2013-14 and \$17,735,900 in 2014-15.

9. *Expansion of Parental Choice Program for Eligible School Districts (Paper #516)*. Delete the Governor's provision. Instead, specify that no more than 500 FTE pupils in 2013-14 and 1,000 FTE pupils in 2014-15 and in each year thereafter outside of MPS and RUSD would be able to attend a choice program substantially similar to the Racine parental choice program. Specify that a pupil's total family income could not exceed 185% of the federal poverty level to be eligible for the program. Specify that no more than 1% of the pupil membership of a newly eligible district could attend a participating choice school. Specify that the prior year attendance criteria under the Racine program would not apply to the expanded program. Provide that in order for a private school to participate in the 2013-15 biennium, it must have been in operation on May 1, 2013.

Specify that, for the 2013-14 school year, a private school must submit its intent to participate form to the Department by July 26, 2013. Provide that the Department must inform schools its receipt of the intent to participate form in writing and e-mail by July 31, 2013.

Specify that schools who have submitted the intent to participate form may accept student applications beginning August 1, 2013. By August 9, require each school to report to the

Department: (a) the number of pupils who have applied to attend the school under the parental choice program, and (b) the applicants who are siblings of pupils who have applied.

Provide that if the Department determines that the sum of the pupils reported under (a) by all private schools is no more than the pupil participation limit, it shall immediately notify the private schools that all pupils reported under (a) may attend a private school in the program in the current school year. Specify that those schools may continue to accept applications during the periods that apply to the existing program under current law. Provide that if the number of pupils applying in an application period would cause the total number of pupils in the program to exceed the cap, the Department would establish and administer a waiting list, with preference given to siblings, and administer a random draw to allocate the remaining seats, up to the limit, to pupils applying to the program.

Provide that if the Department determines that the sum of the pupils reported under (a) by all private schools is more than the pupil participation limit, it shall notify the 25 schools with the most applications that they may participate in the program. Provide that DPI allocate 10 seats to each of the 25 schools, and that pupils be selected for those 10 seats at each school by random drawing, with preference given to siblings. Specify that the other 250 seats be filled by random draw among the remaining pupils applying to those schools, with preference given to siblings.

In performing the calculations above, specify that the Department shall count a pupil who has applied to more than one private school only once, and that the Department shall count a school based on campus location rather than federal tax identification number, if the school requests that treatment.

Require the Department to maintain a waiting list for those pupils not selected in a random drawing. Require each private school to notify the Department whenever it determines that a pupil determine to be eligible to attend the private school will not be attending the school. Require the Department to select pupils on a random basis from the waiting list to fill the newly-available spaces, with preference given to siblings of accepted applicants.

Beginning in 2014-15, require a school to submit its intent to participate form to the Department by February 1. Specify that schools may accept applications from February 1 to April 20. Require schools to submit the number of applicants and sibling information to DPI by May 1. Provide that schools that participated in 2013-14 would initially be assigned the number of choice spots it had in the 2013-14 school year. Specify that the procedures above would apply to the distribution of the additional 500 seats in 2014-15. Provide that preference be given to students that attended a school through the parental choice program in the previous year and then preference shall be given to siblings.

Under item #7 above, there would be no school district aid reduction under the expanded program. As a result, compared to the bill, increase GPR funding by \$131,200 in 2014-15. Reduce the district aid reductions by -\$1,236,900 in 2013-14 and -\$2,762,900 in 2014-15. Increase net GPR by \$1,236,900 in 2013-14 and \$2,894,100 in 2014-15.

10. *Parental Choice Programs -- Certificate of Occupancy.* Modify the current law requirement for a certificate of occupancy to exempt the private school from this requirement if it submits a letter or form from the municipality within which the private school is located, or from the entity that issues occupancy permits, which state that it does not issue certificates of occupancy.

11. *Parental Choice Programs -- Building Usage Charge.* Modify the current law treatment of facilities costs for schools where the legal title to the building is held in the name of the parent organization or other related party, to eliminate the requirement that there be no other mechanism to include the private school's facilities costs in its cost calculation, before the school can include 10.5% of the fair market value of the school in its costs. Provide that the school may include an amount equal to 10.5% of the fair market value of any building additions or new building locations if it requests this from DPI. Specify that if a school was not permitted to include the 10.5% amount in 2012-13, then it can do so if the school so requests DPI.

12. *Parental Choice Programs -- Summer School Payment.* Delete the current law calculation of the payment for summer school and, instead, provide that qualifying schools would receive an amount equal to 5% of the maximum per pupil payment for that grade under the program for each qualifying pupil. Specify that to qualify: (a) a school would have to offer a minimum of 19 summer days of instruction with 270 minutes of instruction per day; and (b) a pupil would have to attend at least 15 days of summer instruction.

13. *Parental Choice Programs -- Reserve Funds.* Allow choice schools to accumulate up to 15% of their annual educational costs as a reserve, and specify that these moneys would be treated as an allowable educational expense.

14. *Parental Choice Programs -- Annual Financial Reports.* Specify that if a choice school accepts pupils under more than one choice program, it would only have to have one audit and submit one financial report to the state.

15. *Parental Choice Programs -- Calculation of Educational Costs.* Specify that a choice school would not have to determine educational costs separately for K-8 and high school pupils, but rather educational costs for all choice program pupils.

16. *Parental Choice Programs -- Teacher's Aide Proof of High School Diploma.* Specify that a degree or educational credential higher than a high school diploma would satisfy the requirement that a teacher's aide have a high school diploma, declaration of equivalency of high school graduation, or general educational development certificate of high school equivalency.

17. *Parental Choice Programs -- Additional Accrediting Agency.* Add the Wisconsin Association of Christian Schools to the list of statutorily-recognized accrediting agencies for the parental choice programs.

18. *Parental Choice Programs -- Student Priority.* Modify an AB 40 provision that would allow a private school participating in the choice program to give preference in accepting applications to pupils who attended the school in the prior school year, regardless of whether they were choice pupils, to allow this preference only for choice pupils.

19. *Parental Choice Programs -- Maintaining School Accreditation.* Require a private school in a parental choice program that has achieved accreditation to ensure that it continuously maintains accreditation from a statutorily-approved accreditation agency for as long as the school continues to participate in the program. Require a choice school to immediately notify DPI if its accreditation status with one of the statutorily-approved agencies changes.

Beginning in the 2013-14 school year, require a choice school to provide evidence demonstrating that the school remains accredited for the current year to DPI annually by January 15. Require the school to include as evidence of accreditation a letter prepared by one of the statutorily-approved accrediting agencies that confirms that the school is accredited by that agency as of the date of that letter. Specify that, if the State Superintendent determines that a school has not complied with these requirements, he or she may issue an order barring a choice school from participating in the program in the subsequent school year (consistent with the accreditation penalty provisions under current law). Require DPI to notify a choice school of receipt and approval of accreditation status within ten days after receiving the required information.

Require a choice school that would have been required to have achieved accreditation to demonstrate that its accreditation status is current with the above-described letter within 30 days of the effective date of the bill. Require the State Superintendent to issue an order barring a school's participation in the program in the current school year if the school does not provide that letter within the required time frame. Specify that this one-time requirement would not apply to new schools entering the program for the first time, schools that are preaccredited and in the three-year window to attain accreditation, and schools that had previously been exempt from the general accreditation requirement because it was approved for scholarship funding by PAVE.

Provide that, if the State Superintendent determines that a choice school has failed to continuously maintain accreditation, that a choice school has withdrawn from the accreditation process, or that a choice school's accreditation has been revoked by one of the statutorily-approved agencies, he or she must issue an order barring the school's participation in the program at the end of the current school year. Require the State Superintendent to immediately notify the parent or guardian of each pupil attending the school of the order. Provide that a school whose participation in the program has been barred under this provision may not participate in the program until the school demonstrates to the satisfaction of the Department that it has obtained accreditation from a statutorily-approved accrediting agency other than the agency with which the school failed to continuously maintain accreditation or, if the school's accreditation was revoked, other than the agency that revoked its accreditation.

20. *Special Needs Scholarships (Paper #517).* Adopt Alternative 4, which would delete the provision. Reduce estimated funding by \$6,946,000 GPR in 2013-14 and \$13,903,500 GPR in 2014-15, and reduce the related aid reduction correspondingly.

21. *Independent "2r" Charter School Program Reestimate (Paper #518).* Approve the modification to reestimate payments under the current law (Milwaukee/Racine) program, based on projected enrollments of 8,100 pupils in 2013-14 and 8,700 pupils in 2014-15. Reduce estimated funding by \$3,887,500 GPR in 2013-14 and \$6,997,500 GPR in 2014-15. Reduce the related proportional aid reduction by corresponding amounts.

22. *Independent "2r" Charter School Per Pupil Payment Amount (Paper #519)*. Adopt Alternative 4, which would delete the Governor's recommendation. Instead, increase the per pupil payment from \$7,775 in 2012-13 to \$7,925 in 2013-14 and \$8,075 in 2014-15, which would represent annual increases of \$150. (Based on reestimated pupil enrollments, the per pupil payment change would increase estimated funding by \$1,215,000 GPR in 2013-14 and \$2,610,000 GPR in 2014-15). As a change to AB 40, funding would increase by \$552,800 GPR in 2013-14 and \$1,112,400 GPR in 2014-15, and increase the related aid reduction by corresponding amounts.

Beginning in 2015-16, provide that the "2r" charter school per pupil payment, be set equal to the payment amount in the prior year plus the revenue limit per pupil adjustment, if positive, provided to public school districts in the current year plus the change in categorical aid funding per pupil, if positive, from the prior year to the current year.

23. *UW-Milwaukee "2r" Charter Schools*. Provide that UW-Milwaukee could sponsor charter schools anywhere within Milwaukee County or in an adjacent county. Provide that students residing in Milwaukee County, or in any adjacent county, would be permitted to attend any independent "2r" charter school located in Milwaukee County or in an adjacent county.

24. *Charter School Oversight Board (Paper #520)*. Adopt Alternatives A3 and C4, which would delete the provision. Reduce estimated funding by \$3,965,500 GPR in 2014-15 and reduce the related aid reduction correspondingly.

25. *Contract Provisions for Independent "2r" Charter Schools (Paper #521)*. Adopt Alternative 3, which would delete the provision.

26. *Contract Requirements for School District Sponsored Charter Schools (Paper #522)*. Adopt Alternatives A4, B3, and C3, which would delete the provision.

27. *Expand Part-Time Open Enrollment Program to Course Options Program (Paper #523)*. Adopt Alternative #1, which would include the Governor's recommendation.

28. *Pupils Enrolled in Home-Based Private Educational Programs (Paper #524)*. Adopt Alternative #1, which would approve the Governor's recommendation, with the change requested by DOA.

29. *Charter School Authorizing Entity Duties*. -- Delete the AB 40 provision relating to authorizing entity duties (Item 10).

30. *Charter School Governing Boards*. -- Delete the AB 40 provision relating to governing boards (Item 12).

31. *Charter School Admissions*. -- Delete the AB 40 provision relating to charter school admissions (Item 13).

32. *Converting Public Schools to Charter Schools*. -- Delete the AB 40 provision relating to converting public schools to charter schools (Item 15).

33. *Open Enrollment Per Pupil Transfer Amount.* Provide that the full-time open enrollment per pupil transfer amount in 2013-14 and 2014-15 would equal the prior year amount plus \$150. Beginning in 2015-16, modify the aid transfer amount under the full-time open enrollment program to be equal to the transfer amount in the prior year plus the revenue limit per pupil adjustment, if positive, provided to public school districts in the current year plus the change in categorical aid funding per pupil, if positive, from the prior year to the current year.

34. *Work Based Learning Program School.* Create a work based learning program for any school in Wisconsin that meets certain criteria, for students in grades 9 through 12. Define a work based learning school as a school in which 100% of students enrolled participate in a program that provides occupational training and work based learning experiences. Specify that a private school participating in the Milwaukee parental choice program would be permitted to operate a work based learning program, and the student's earnings would not be counted toward family income for the purpose of determining eligibility for the choice program. Provide that participation would be determined through a signed agreement between the school, the student, and the student's parent or guardian.

Provide that a work based learning program would be required to meet the following criteria: (a) students must work a minimum of 280 hours each school year, for a total of 40 to 50 days per year and no more than two days per week, and no more than 8 nor less than 6 hours per day; (b) school hours of instruction could not be substituted for hours during which a student works; (c) the school would be required to provide transportation to and from the work place which must be free of charge to the student; (d) employers must comply with state child labor laws, and a student must meet federal labor law requirements for age and immigration status; (e) students must work with an employer that provides occupational training and work based learning experiences; (f) the employer must provide a work place mentor, who must provide necessary supervision; (g) an employer would be required to provide a minimum of 30 hours of training to the student while employed; (h) the employer and mentor must provide a year-end evaluation to the student; and (i) the student could be required, upon application for the program, to demonstrate employability through an interview process, teacher recommendations, or demonstration of previous work, internship, or volunteer experience.

35. *National Forest Income.* Specify that, beginning with payments received in fiscal year 2013-14, federal National Forest Income (NFI) payments received by DNR would be provided to school districts that contain national forest lands within their boundaries based on the proportion of national forest lands within the school district, rather than being distributed to towns. In addition, provide \$2,500,000 SEG from the forestry account of the conservation fund in fiscal year 2013-14 to be distributed by DNR to towns that were eligible to receive National Forest Income payments during fiscal year 2012-13, based on the proportion of national forest land located in the town.

36. *County Library Levy Exemption for Joint Libraries.* Notwithstanding current law requirements, municipalities participating in a joint library are exempt from the county library levy, provided the municipal library levy is maintained at no less than the average of the last three years.

37. *Energy Efficiency Revenue Limit Adjustment.* Provide that the current law revenue limit exception for energy efficiency measures would apply to debt service on a state trust fund

loan, rather than only bonds and notes as under current law. Specify that the revenue limit exception would apply to the amount of debt service paid in the calendar year that begins on January 1 of the school year in which the school district's revenue limit is increased, rather than the debt service paid during that school year as under current law. Require that any measured utility costs avoided as a result of a project authorized by a school district resolution after the effective date of the budget bill be applied to retire the bonds or notes issued to finance the project.

38. *Community Service Levy (Fund 80)*. Modify current law governing the community service levy as follows:

a. Prohibit a school district from levying more for community service activities in 2013-14 and 2014-15 than it did in 2012-13;

b. Require a school district using the community service levy in 2013-14 and 2014-15 to identify in the budget summary for its annual meeting the expenditures that will be funded from that levy and a statement of how they meet the allowable criteria for use of the community service fund, and require a school district to post the 2013-14 information on its web site within 60 days of the effective date of the bill;

c. Require a district to submit the information under (b) to DPI within 10 days of the annual meeting and require DPI to post this information on its web site within 10 days;

d. Specify that, if a district modifies the amount levied for community service activities in the November setting of the levy, that the district publish any updated information under (b) in the minutes of that school board meeting, and that the same timelines under (c) be followed for the reporting of that information; and

e. Require DPI to submit a report to the Joint Committee on Finance by December 1, 2014 on school district use of the community service levy.

39. *School Accountability Report Cards*. Modify the date by which school accountability reports, or school report cards, must be issued from June 30 to September 30.

**SCHOOL DISTRICT OF PHILLIPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

MEETING DATE: June 17, 2013

TOPIC: Employee Handbook Consideration – Health Insurance Employee Contributions

BACKGROUND:

The 2013-14 handbook establishes a formula for calculating health insurance benefits for all employees. After receiving information from multiple reviews of the Affordable Health Care Act requirements for nondiscrimination testing we have determined that our formula for calculating benefits will not pass such test. Our recommendation is to utilize the same standard for determining health benefits during the 2012-13 fiscal year in 2013-14. We will continue to require the minimum contribution of 20% of the premium in 2013-14. *Please see attachment that will provide an example of how we will determine benefit eligibility.

As indicated in the superintendent year in review report, the District will need to establish a review process of the employee handbook. This will provide stability and reliability of the employee handbook.

BUDGET/FISCAL IMPACT: The district will still realize a reduction in health benefit costs in 2013-14 but not at the same projected amount in the forecast model. A complete analysis of the actual costs are not available until enrollments and recruitment of employees is completed.

POLICY IMPACT: Change in 2013-14 Employee Handbook

AGENDA CATEGORY:

- Policy/Issues
- Monitoring Data
- Consent Agenda
- Other

PROPOSED MOTION: Approve the change in the 2013-14 employee handbook to reflect the change in health benefit district contributions. 80% of a single or family plan for full time 12-month employees. 80% of a single plan and 60% of a family plan for 9-month employees.

RATIONALE: Comply with nondiscrimination testing

CONTACT: Wally Leipart **PHONE:** 715-339-2141, ext. 2001 **E-MAIL:** wleipart@phillips.k12.wi.us

**NEST Paraprofessional
Health Insurance Contributions**

2012-2013 S.Y.

Current Contract Language:

The District will provide 80% of the cost of single health plan for those employees working at least 30 hours per week. All employees hired prior to 9/1/2007 shall be grandfathered with benefits provided in preceding agreement. Employees who work less than 30 hours but more than 20 hours per week shall have prorated District paid premiums based on 30 hours per week as 100% of a single health plan. The number of months such prorated premiums are paid by the district is 9 months for those with less than 5 years of District employment and 12 months for those with 5 or more years of District employment.

Family insurance is available to employees who have five years of service to the District as NEST members. The District will pay 60% of the premium.

District Annual Contribution 2012-2013 Rates

Family \$16,374.00 x 60% = \$9,824.40
 Single \$7213.20 x 80% prorated = \$3,981.73
 Single \$7213.20 x 100% = \$7,213.20

Number of Employees on Health Plan:

Family Plan 60%: 2 x \$9,824.40 = \$19,648.80
 Single Plan 80% prorated : 2 x \$3,981.73 = \$7,963.46
 Single Plan 100%: 6 x \$7213.20 = \$43,279.20

Total District Cost for NEST 2012-2013

Premium	\$70,891.46
HRA Ded.	+ \$19,800.00
Total	\$90,691.46

Effective July 1, 2013

Current Handbook Language:

The District's contribution toward single or family medical insurance premiums will be 80%. Health insurance plan design is determined by the District and may include a health reimbursement account ("HRA").

The District contribution to employee medical and/or dental insurance will be prorated based on the base annual days of employment, and base hours per week.

Contract days/2080 X 80% = District Contribution

7 hours x 184 days = 1288/2080 = .62 x .80 = 49.6%
 7.25 hours x 184 days = 1334/2080 = .64 x .80 = 51.3%
 5 hours x 184 days = 920/2080 = .44 x .80 = 35.3%

District Annual Contribution 2013-2014 Rates

Family \$16,751.04 x 49.6% = \$8,308.51
 Single \$7,379.88 x 49.6% = \$3,660.42
 Family \$16,751.04 x 51.3% = \$8,593.28
 Single \$7,379.88 x 51.3% = \$3,785.87
 Single \$7,379.88 x 35.3% = \$2,605.10

Number of Employees on Health Plan:

Family Plan 49.6%: 1 x \$8,308.51 = \$8,308.51
 Family Plan 51.3%: 1 x \$8,593.28 = \$8,593.28
 Single Plan 49.6%: 7 x \$3,660.42 = \$25,622.94
 Single Plan 35.3%: 1 x \$2,605.10 = \$2,605.10

Total District Cost for NEST =

Premium	\$ 45,129.83
HRA Ded.	+ \$ 23,400.00 includes drug card ded.
Total	\$ 68,529.83

Recommended handbook language CHANGE:

Effective July 1, 2013, the District contribution toward single health insurance will be 20% and family will be 60%. The full District contribution will be allowed for all employees scheduled for at least 30 hours per week .

District Annual Contribution 2013-2014 Rates

Family \$16,751.04 x 60% = \$10,050.62 x 2 = \$20,101.24
 Single \$7,379.88 x 80% = \$5,903.90 x 7 = \$41,327.30
 Single \$7,379.88 x 35.3% = \$2,605.10 x 1 = \$2,605.10

Total District Cost for NEST =

Premium	\$64,033.64
HRA Ded.	+ \$23,400.00 includes drug card ded.
Total	\$87,433.64

**SCHOOL DISTRICT OF PHILLIPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

MEETING DATE: June 17, 2013

TOPIC: Athletic Committee

BACKGROUND:

The Board has indicated that an athletic committee is to be formed for the purpose of reducing the budget by \$17,500 and develop a long range sustainability plan.

It was not possible to assemble the coaches in June. Colin Hoogland and Paul Heidenreich will establish the committee and a July date will be identified at tonight's meeting.

First course of action is to determine a recruitment process and job description. Due to staff reductions Paul Feuerer will be assigned a full time class schedule and will not have time during the day for athletic director responsibilities. Colin will have further details available at tonight's meeting.

The Marawood Conference has authorized the realignment of the North and South Divisions effective in the 2014-15 school year. See attachment.

BUDGET/FISCAL IMPACT:

POLICY IMPACT:

AGENDA CATEGORY:

- Policy/Issues
- Monitoring Data
- Consent Agenda
- Other

PROPOSED MOTION: Authorize the recruitment of Athletic Director Position.

RATIONALE:

CONTACT: Wally Leipart **PHONE:** 715-339-2141, ext. 2001 **E-MAIL:** wleipart@phillips.k12.wi.us

To: Marawood Administrators
From: R. Parks
Date: June 12, 2013



Re: Conference Realignment

As discussed and recommended at the May 28, 2013, regular meeting of the Marawood Conference Administrators (MCA), I am sending this correspondence to confirm the actions that have taken place in the past year and a half regarding discussion and vote on possible realignment of our Marawood Conference North and South memberships.

In November 2011, discussion began regarding the need for a process for conference schools to request a conference realignment change. The proper steps were taken to modify the Conference bylaws to address this concern. This work was completed in January 2012. At the February 2012 MCA meeting there was a realignment request presented to change the 6 North/8 South divisions to a 7-7 division split. This request for review was made because of canceled games (predominantly spring sports) in the North division mostly due to inclement weather and the need for South teams to schedule conference games and cancel the non-conference games with the North. There was a subcommittee of the MCA formed to develop a list of possible alternatives and determine the one realignment request that would come before the MCA for a vote.

In May 2012 the realignment question to be brought before the MCA was determined to be the 7 North - 7 South split. This was reviewed, per bylaws, for the September and October meetings with the vote taking place at the October meeting. This vote did not reach the two-thirds majority and thus the vote and request failed.

In December 2012 the MCA received word that the Cloverbelt Conference had voted to no longer provide non-conference basketball games (beginning in 2014) for the Marawood North teams. Therefore, the realignment request that had been previously brought before the MCA was resubmitted for consideration. Due to the change in District Administrators within the conference, there was again a review of all possibilities for addressing the concern and/or realigning the conference divisions. (It should be noted that Athletic Directors and Principals also were requested to provide feedback and ideas during this process.)

In March 2013 it was decided by the MCA to again bring forward the 7 North - 7 South realignment request - based on geographic location of schools - to a vote. It was noted that the realignment would result in Edgar being moved to the North division, based on geography, for the vote. This information came before the MCA in April per bylaws, and the vote was taken for the May MCA meeting. The May 2013 vote on the 7-7 realignment question was taken and it passed.

Therefore, please review with your respective districts that the realignment of the Marawood Conference, by vote of the MCA, will begin with the 2014-15 school year and the North-South divisions will be as follows:

North

Abbotsford
Athens
Chequamegon
Edgar
Rib Lake
Phillips
Prentice

South

Auburndale
Marathon
Northland Lutheran
Pittsville
Stratford
Wausau Newman
Wis. Rapids Assumption

Respectfully Submitted.

MINUTES OF REGULAR BOARD OF EDUCATION MEETING
Monday, May 20, 2013

- I. CALL TO ORDER - The regular board meeting of the Phillips Board of Education was called to order by Board Vice-President Arndt at 6:00 pm in the Phillips Middle School IMC. The pledge of allegiance was recited by all in attendance.
- II. ROLL CALL OF BOARD MEMBERS – Present: Adolph, Arndt, Baratka (7:45 pm), Heidenreich, Pesko, Rodewald, and Willett. Absent: Distin and Marlenga. Also present: Superintendent Leipart and Finance Manager Theder, Principal Hoogland and Houdek, Dave Scholz, Vicki Lemke, staff, students, and community members.
- III. REVIEW OF COMPLIANCE OF OPEN MEETING LAW – Vice-President Arndt stated that the public notice of the meeting was properly posted according to Wisconsin Statute 19.84(4). Notice was posted at all school-owned buildings, the School District of Phillips website, and The BEE.
- IV. PUBLIC PARTICIPATION FORUM – No public comments.
- V. ADMINISTRATIVE REPORTS AND COMMITTEE REPORTS
 - A. Principal Report - Colin Hoogland
 - a. PhMS Students of the month for April were Marie Harrington (6), Mark Cummings (7), and Emilee Kress (8).
 - b. PHS Students of the month for May are Rachel Bruch and Elise Ertl.
 - c. Kyle Schleife was introduced as the student liaison to the Board for 2013-2014. Kyle joined the Board for this meeting.
 - d. The Phillips Elementary School PBIS student committee presented a report on what they accomplished this past year through announcements, t-shirts and posters, an assembly, surveys, and production of a video.
 - e. The 2013 summer school planning is going well. Currently 140 students have signed up for a variety of classes. Food service will be providing breakfasts and lunches again for any family in the district during the summer school schedule. If summer school is moved to August in 2014, we will be able to run the program on the 2014-15 budget and not interrupt service to students.
 - B. Student Liaison Report – Kyle Schleife commented on the advantages of returning to a block system in the high school and the struggles the eight-period day created for himself.
 - C. Superintendent Report – Wally Leipart
 1. The Spring Education Conference highlights included: impact of health reform on staffing decisions and handbook policies for contributions toward health insurance; focus on employee engagement and motivation in leaderships sessions; and presentation by PMA on a new organizational resource called Analytics.
 2. PHS was ranked 19th in the State and recognized as a Silver Award school for student performance on state assessment, AP test scores and ACT performance.
 3. PHS is a leader in the region for dual credit opportunities for students. In 2012-13 we offered 22 classes equaling 572 credits earned. This is a savings of \$72,896 to parents and students.

4. A letter was sent to all parents of Price County senior students by law enforcement and school officials reminding them of the consequences of making alcoholic beverages available to minors during graduation celebrations.
- D. Finance Report – Leah Theder
 1. Year-to-date expenditures as of April 30, 2013 were \$5,911,650.98 (65.96% of budget) and revenues were \$5,000,477.47 (58.85% of budget). The total cash available was \$1,176,656.97.
- E. Superintendent Search Update – Rick Morgan has signed and returned his contract as superintendent. He will begin July 1, 2013.
- F. Policy Committee met on May 8, 2013 and are presenting Policy #421, Rule 1 Enrollment for 4K, K and First Grade for first reading and Policy #435 Student Transfers for second reading. Salary schedules for the Employee Handbook were discussed and presented at the special board meeting for finance.

VI. ITEMS FOR DISCUSSION AND POSSIBLE ACTION

- A. District Assessment Coordinator Brenda Harrison presented the results of the 2012 WKCE assessment. The newly adopted NAEP cut scores have lowered the percentages of advanced and proficient students, but Phillips still continues to be above the state average on most tests. Those that are below state average are being addressed through item analysis, State initiatives, and offering test preparation opportunities to students.
- B. Health and dental insurance options were discussed. Motion (Willett/Heidenreich)
 - a. To renew dental insurance with Delta Dental with employees paying 20% of premium (unless otherwise specified in Employee Handbook) and some items previously covered at 100% will be 80%. The \$1,000 individual amount will remain at \$1,000.00.
 - b. To renew health insurance with Security Health with employees paying 20% of premium (unless otherwise specified in Employee Handbook) and deductibles remaining at \$3,000/\$6,000 with a Board paydown to \$250/\$500. A \$1,000/\$2,000 drug card (\$10/\$30/\$60) to be added after the deductible is met with the employee paying the first \$500/\$1000 and the Board covering the remaining \$500/\$1000. Motion carried 6-0.
- C. The athletic ad hoc committee membership will be addressed during the organizational meeting.

VII. CONSENT ITEMS

- 1) Motion (Rodewald/Adoph) to approve minutes from April 10, 15, 18, 22, 29 and May 8, 2013 regular and special board meetings. Motion carried 6-0.
- 2) Motion (Willett/Rodewald) to approve personnel report as presented (hiring of Tyler Ring for summer school coordinator and Seth Berens' transfer to full-time custodian, resignation of Terry Curran as Custodian II and Dave Scholz as summer school coordinator). Motion carried 6-0.
- 3) Motion (Rodewald/Willett) to approve first reading of Policy #421 and second reading of Policy #435 as presented by policy committee. Motion carried 6-0.
- 4) Motion (Rodewald/Heidenreich) to approve bills from April 2013 (#335029-335233 and wires) for a total of \$836,806.72. Motion carried 6-0.

- VIII. ITEMS FOR NEXT MEETING – The next regular board meeting will be held on June 17, 2013 at 6:00 pm. Items for next meeting include facilities committee, negotiations report, preliminary 2013-14 budget, German weekend presentation.
- IX. BOARD ORGANIZATION MEETING – See separate minutes.
- X. ANNOUNCEMENT OF EXECUTIVE SESSION –The board will convene into executive session at the conclusion of the open session:
- A. Pursuant to 19.85 (1)(c), Wis. Stats., for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
 - Discuss Paraprofessional Layoffs
 - Retirement Requests
 - B. Pursuant to 19.85 (1)(f), Wis. Stats., for the purpose of considering open enrollment requests for 2013-14 school year.
 - Paraprofessional Layoffs
- XI. ANNOUNCEMENT TO RECONVENE - The Board may reconvene into open session pursuant to Wisconsin Statutes Section 19.85(2), if necessary, to act on motions made during the executive session.
- XII. MOVE TO EXECUTIVE SESSION – Motion (Adolph/Rodewald) to move into executive session as previously announced. Motion carried with roll call vote 7-0. Open session meeting adjourned at 8:15 p.m.
- XIII. RETURN TO OPEN SESSION – (Rodewald/Adolph) to reconvene to open session. Motion carried 7-0.
- XIV. ACTION ITEM – Motion (Adolph/Arndt) to proceed with layoff notices to three paraprofessionals, Brenda Mulligan, Christine Krueger, and Dana Janssen. Motion carried 6-0 with Pesko abstaining.
- XV. ADJOURN - Motion (Adolph/Rodewald) to adjourn meeting at 9:35 pm. Motion carried 7-0.

Respectfully submitted,

Wendy Rodewald, Clerk
Board of Education

SCHOOL DISTRICT OF PHILLIPS
MINUTES OF BOARD OF EDUCATION ORGANIZATIONAL MEETING
Monday, May 20, 2012

- I. OPENING OF MEETING AND ROLL CALL – The special meeting of the School District of Phillips Board of Education was called to order by Board President Baratka at 7:45 PM in Phillips Middle School Room #143. Present: Adolph, Arndt, Baratka, Heidenreich, Pesko, Rodewald and Willett. Absent: Distin and Marlenga Also Present: Superintendent Leipart, Finance Manager Theder, Principals Hoogland and Houdek, Vicki Lemke and Dave Scholz.
- II. BOARD ORGANIZATION MEETING
- A. Wally Leipart was appointed as organizational chairman.
- B. Election of Officers
- 1) Nomination (Heidenreich) of Darin Baratka for president. Motion (Willett/Heidenreich) to close nominations and have the secretary cast a unanimous vote for Darin Baratka for president. Motion carried 7-0.
 - 2) Nomination (Rodewald) of Jill Arndt for vice president. Motion (Willett/Baratka) to close nominations and have the secretary cast a unanimous vote for Jill Arndt for vice-president. Motion carried 7-0.
 - 3) Nomination (Heidenreich) of Wendy Rodewald for clerk. Motion (Willett/Heidenreich) to close nominations and have the secretary cast a unanimous vote for Wendy Rodewald for board clerk. Motion carried 7-0.
 - 4) Nomination (Adolph) of Paul Heidenreich for treasurer. Motion (Willett/Baratka) to close nominations and have the secretary cast a unanimous vote for Paul Heidenreich for treasurer. Motion carried 7-0.
- B. Delegate Appointments
- 1) Jim Adolph was appointed as the CESA #12 Board of Control delegate.
 - 2) Jill Arndt was appointment as representative to the WASB Delegate Assembly. President Baratka encouraged other board members to attend this year to prepare to fill this position next year.
- C. Darin Baratka, Paul Heidenreich, and Wendy Rodewald were appointed as check signers.
- D. Motion (Arndt/Adolph) to designate The BEE as the official District newspaper. Motion carried 7-0.
- F. Committee appointments were reviewed. An athletic ad hoc committee will be formed and meet with coaches to accomplish a \$17,500 reduction for next year and work on a long-term plan for athletic components. Lillianne Marlenga and Paul Heidenreich were appointment to this committee. Stephen Willett will take Paul's place on the curriculum committee. All other committee memberships remain the same.
- G. Board meetings will continue on the third Monday of each month at 6:00 p.m. in the Phillips Middle School IMC. Exceptions to this will be 5:00 pm start time on December 16, 2013 and March 17, 2014 to accommodate high school concerts. Motion (Arndt/Willett) to approve meeting dates for 2013-2014.
- III. At the conclusion of the organizational meeting, the Board continued regular meeting.

Respectfully submitted,
Wendy Rodewald, Clerk

**Personnel Report
May 18, 2013 – June 13, 2013**

New Hires/Transfers					
Name/Location Position Description	Category	Position Status	New Salary	Previous Employee Salary	Effective Date
Custodian I/Pool Caleb Lallemond	1405B	Replace Terry Curran	90 Day - \$13.00 Base - \$14.00	\$15.68	July 1, 2013
PhMS/PHS Special Ed Tchr John Deneen	PEA	Replace Nancy Anderson	\$50,838	\$50,932	August 13, 2013
PES Special Ed Teacher Vicki Haskins	PEA	Replace Vicki Lemke	\$31,819	\$54,522	August 13, 2013

Recruitment				
Position	Position Status	Category	Location	Posting Date
Custodian II – Part-time	Replace Judy Swenson	1405B	PES	Hire date: July 1, 2013
Custodian II – Part-time	Replace Seth Berens	1405B	PES	Hire date: July 1, 2013
K-12 Guidance Counselor	Replace Brenda Harrison	PEA	K-12	June 13, 2013

Retirements – Resignations					
Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location
Brenda Harrison	Guidance Counselor	Retirement	June 1, 2013	24	PhMS/PHS

ADMISSIONS/ATTENDANCE**421 Rule 1****Enrollment in Four-Year-Old Kindergarten, Kindergarten, and First Grade****FOUR-YEAR-OLD KINDERGARTEN**

To be eligible for enrollment in the four-year-old kindergarten program a child must be four-years-old on or before September 1st in the year the child proposes to enter school. There shall be no early admittance to this program.

KINDERGARTEN

To enter kindergarten a child must be five-years-old on or before September 1st in the year the child proposes to enter school. The parents/guardians of any child who will not be five-years-old on or before September 1st in the year the child proposes to enter kindergarten, may apply to have their child admitted to kindergarten at the opening of school for that year. The following procedure shall be followed:

1. Parents/guardians must request, in writing, that their child be considered for early entrance into kindergarten. This letter is to be sent to the Superintendent of Schools or his/her designee at least 90 days before the opening of school and shall include a statement of the reasons the application is being made. The 90-day requirement may be waived for persons new to the District; however, no early admissions shall be made after the third Friday in September.
2. The child will be required to participate in an Early Entrance Screening.
 - a. The screening will consider emotional, social, physical, cognitive, and readiness skills. Designated school staff will conduct the individual screening. Other school professionals will be consulted when appropriate. This evaluation will be at no cost to parents/guardians.
 - b. After the screening has been completed, a meeting will be held with the parents/guardians to consider the appropriateness of early entrance into kindergarten. The criteria used by the District in making its decision will be whether or not the child is in the superior range in areas of social, emotional, physical, and cognitive readiness.
 - c. Parents/guardians have the right to appeal the early entrance decision to the Superintendent.
3. If a student is approved for early entrance into kindergarten, school personnel and parents/guardians will monitor and review placement after six weeks to ensure the student is appropriately placed.

FIRST GRADE

To enter first grade a child must be six-years-old on or before September 1st in the year the child proposes to enter school and must have completed a five-year-old (full or part-time) kindergarten program with certain exceptions as outlined below [Wis. Stat. Sec. 118.33(6)(cm)]. Parents/guardians of any child who will not be six-years-old on or

before September 1st in the year the child proposes to enter first grade, may apply to have the child admitted to first grade at the opening of school for that year.

Procedure for Exemption:

1. Parents/guardians, whose child did not attend a five-year-old kindergarten program and who wish to enroll their child in first grade, must submit a request to the District for an exemption from the state requirement that the child complete a kindergarten program prior to entering first grade.
2. Parents/guardians must complete a Phillips School District Kindergarten Exemption form. This form will be made available through the Phillips Elementary Principal. The form will contain the child's name, parent/guardian's name, address, date of birth, and reason or statement why child did not previously attend a full or part-time kindergarten program.
3. The District may exempt the requirement that the child complete kindergarten as a prerequisite to enrollment in first grade if either
 - a. before commencing or completing first grade the child moved into this state from a state, country, or territory where he/she was already exempted from the prerequisite requirement;
 - b. before commencing or completing first grade, the child moved into this state from another state, country, or territory in which completion of five-year-old kindergarten is not a prerequisite requirement; or
 - c. the child demonstrates academic and developmental readiness skills expected for successful participation in first grade. Evidence must exist that the child's educational welfare would best be served by placement in first grade.
4. The Superintendent of Schools' designee will review the completed exemption form and will make the decision to grant or deny the exemption.
5. A face-to-face meeting will be scheduled with the parent/guardian to share the decision and information.
6. In case of a denial, appropriate school personnel will conduct an evaluation. The building principal will be consulted and, once the evaluation is completed, a plan will be determined and shared with parents/guardians.

LEGAL REF: Wis. Stat. Sec. 118.33(6)(cm)

*Approved May 8, 1979
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Revised February 16, 2004
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