

Phillips Board of Education Regular Board Meeting

Monday, March 18, 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.	Roll Call of Board Members	Baratka	
II.	Motion to convene into executive session pursuant to 19.85(1)© Wisc. Stat. for purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. <ul style="list-style-type: none"> • Administrative Staffing and Negotiations 	Baratka	
III.	The Board will reconvene into open session pursuant to 19.85(2), Wisc. Stat. to begin regular board meeting at 6:00 pm.	Baratka	
IV.	Call to Order (Pledge of Allegiance)	Baratka	
V.	Roll Call of Board Members	Baratka	
VI.	Review of Compliance of Open Meeting Law	Baratka	
VII.	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	
VIII.	Special Guests – Representative Janet Bewley and Senator Bob Jauch		
IX.	Administrative Reports and Committee Reports		
	A. Principal Report	Hoogland	
	1. PHS/PhMS Student of the Month		
	B. Student Liaison Report	Larson	
	C. Superintendent Report	Leipart	33
	1. CESA #12 Contract		
	2. Administrative and Staffing Plans for 2013-14		
	D. Finance Report	Theeder	
	1. Monthly Report of Revenues & Expenditures		
	E. Referendum Meetings Update and Action Plan for Response to April 2 Referendum Results	Leipart	34-35
	F. Policy Committee – March 13, 2013	Rodewald	
	1. First Reading of Policy #435 Student Transfer		36-38
	2. Second Readings of Policy/Rules #445 Student Interviews, Interrogation and Searches and Policy/Rules #446 Student Searches		39-45
	G. Business Services Committee – March 13, 2013	Rodewald	
X.	Consent Items	Baratka	
	A. Approval of Minutes from February 18, 2013 Regular and Special Board Meetings		46-50
	B. Approval of First Reading of Policies as Presented by Policy Committee		
	C. Approval of Second Readings of Policies as Presented by Policy Committee		

	<p>D. Approval of Personnel Report – Hiring, Recruitment, Resignation/ Retirement</p> <p>E. Approval of CESA #12 Contract for Services for 2013-2014</p> <p>F. Approval of Action Plan for Response to April 2 Referendum Results</p> <p>G. Approval of Bills</p>		51
XI.	Items for Next Board	Baratka	
XII.	<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"> • Administrative Plan for 2013-2014 • Staffing Plan for 2013-2014 • Retirement Request 	Barakta	
XIII.	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	
XIV.	Adjourn	Baratka	

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

MEETING DATE: March 18, 2013

TOPIC: Superintendent Report

CESA 12 Contract for 2013-14: I will provide details at the meeting because I need to clarification on a couple of services at Fridays PAC meeting. Essentially the contract will be the same as this year minus Sped Director services.

Administrative and Staffing Plans for 2013-14:

1. Superintendent, PES Principal, and Pupil Service Director will be new to the position. We need to provide mentoring throughout the first year.
2. These positions need to focus on student learning, Common Core Standards, Rtl, The New Smarter Balanced Assessment, Educator Effectiveness, and factors that impact the School Report Card.
3. Superintendent search update: Postings located in The Bee, Wisconsin Leadership Network, and Wisconsin Jobs website. We are receiving applications and the deadline for submission is April 5. The Board needs to establish an interview process, committee, and timeline for interviews. Current administration, CESA 12, or the WASB can provide support in this process to the Board.
4. Suggested timeline for superintendent search:
 - A. April 6 – 8 select applicants for interviews
 - B. April 10, 11, 16, 17 interview dates
 - C. Consider special board meeting to approve contract
5. We are in the process of finalizing contract negotiations for the PES Principal and Pupil Service positions.
6. 2013-14 Instructional staffing plans will be impacted by the results of the referendum. Final decisions regarding this staffing must be made prior to May 1. We will further discuss this issue under the Referendum Action Plan.

District Events:

1. March 23-24 PACC Home and Sports Show, PHS gymnasium
2. March 25 Referendum Meeting Public Information PhMS IMC 6 PM
3. March 28 the baseball team has the opportunity to participate in a game at the Minneapolis Metrodome. The cost will be covered by donations.
4. April 1 Medford Legislative Meeting
5. April 2 Election Day
6. April 5 Gold Collar Career Symposium PhMS gymnasium 5:30 pm
7. April 8 DPI Membership Audit
8. TBD: Referendum action plan meetings.

Motion:

Establish an interview committee, process and timeline for superintendent search.

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: March 18, 2013

TOPIC: Referendum Update and Response Plan to April 2 Election Results

Referendum Update:

1. Township meetings are completed. We have received numerous questions and responses to the referendum. This has resulted in the development of many of the statements on the referendum page.
2. Newspaper insert will be in next week's papers, a direct mail to parents with students in the district will be sent next week, and we will use School Messenger to send a reminder about the referendum information meeting and the election day.
3. We have developed a school finance webpage, fliers, table tents, and information packets.

It has been said that the Board didn't make any reductions after the referendum didn't pass in November 2005. Is this true?

FALSE: On November 21, 2005 the Board of Education made the following reductions after the referendum did not pass:

1. Closed Catawba School and saved \$348,000
2. Eliminated one bus route and saved \$19,000
3. Eliminated drivers education program and saved \$18,000
4. Eliminated gifted/talented program director and saved \$64,000
5. Went from four to two principals and saved \$100,000
6. Reduced co-curricular budget by 20% and saved \$45,000 per year
7. Eliminated all Phillips Community Pool Funds from fund 10 and shifted the expenditure to fund 80 for a savings of \$64,000
8. Total reduction: \$658,00

What will happen if we don't pass the referendum?

1. The board will have to consider making at least \$500,000 in reductions for next school year and annual reductions of approximately \$200,000 for the 2014-15, 2015-16, 2016-17, and 2017-18 school years.
2. Remember that when we determined our referendum amount, we established financial goals that included holding costs and making strategic reductions. The actual deficit for 2013-14 will be greater than \$500,000.
3. It is important to establish a plan because spending fund balance has a negative effect on state aid and cannot sustain instruction and programs.

Motion:

Approve the following resolution:

Should the April 2, 2013 election result in the referendum not being approved, the board will conduct meetings in April to establish a budget plan that will include reductions to the 2013-14 budget.

Establish Response Meeting Dates

1. April 3 Board of Canvassers
2. April 11 Finance Meeting
3. April 15 Regular Board Meeting
4. April 17 Finance Meeting/Public Response
5. April 23 Last day to make staffing decision

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

STUDENT TRANSFERS
ENTRY/REENTRY INTO SCHOOL FROM NONTRADITIONAL
EDUCATIONAL PROGRAMS

435

I. Entry/Reentry into School from Home-Based Private Educational Programs

- A. For the purpose of this policy, a Home-Based Private Educational Program will be that which is defined in Wisconsin Statutes.
- B. This policy complies with the specifications as set forth in State Statutes, and this policy applies to students who enter or reenter the School District of Phillips Phillips schools after having participated in a Home-Based Private Educational Program in accordance with said statutes.
1. Any student who has been in attendance in a Home-Based Private Educational Program for a period of forty-five (45) days or more and who wishes to enter or reenter the Phillips school system will furnish the building administrator with the following documentation of the Home-Based Private Educational Program:
 - a. copy of Home-Based Private Educational Program form Wisconsin DPI form PI-1206 (Rev. 3-08);
 - b. a copy of the school calendar that verifies that each school term of Home-Based Education instruction consisted of a minimum of 875 hours {Wis. Stat. s.118.165(1)(c)};
 - c. copies of the sequential curriculum that was taught in the six (6) mandated subject areas {s. 118.165(1)(d)}: reading, language arts, mathematics, social studies, science, health;
 - d. records of student performance for each course taken.

Upon receipt of the above documentation, the building administrator will place the student at the appropriate grade level.

In the absence of the above documentation, the student will be required to take an examination to establish grade placement. The grade placement examination will be administered by the principal (or his/her designee) of the school to which the student would normally be assigned. The evaluation may include one or more of the following:

- Stanford Diagnostic Reading Test
- Wide Range Achievement Test - Revised (WRAT-R)
- Woodcock-Johnson Educational Battery
- Key Math Diagnostic Test - Revised

Test results and the student's chronological age will be used by the building administrator to determine grade placement.

If a parent appeals student placement based upon the belief that the examination is inappropriate, unreliable, and/or irrelevant, the test and placement will be reviewed by the Board of Education of the ~~Phillips School District~~ School District of Phillips. The decision for placement will be made by the Board of Education and will be considered as final by all parties.

2. If the placement is made at the sophomore year (10th grade) level or higher, a maximum of six (6) credits will be allowed toward high school graduation for each of the years below the grade level of placement. credits recorded will not exceed the minimum course load required of each grade level. Courses taken while enrolled in a Home-Based Private Educational program will be recorded on the student's permanent record. Credits recorded will be only those that are in compliance with mandates of curriculum requirements in Wis. Stat. 118.165(1)(d) or are deemed by the Administrator to meet the criteria of an elective in the current high school program of studies.

Home-based instruction will be recorded as credit only; home-based grades will not be recorded on the high school transcript. Grades and grade point average from home-based instruction will not be used in class rank.

- C. Students enrolled in a Home-Based Private Educational Program shall be provided the opportunity to participate in the District achievement testing program. This testing will occur at the respective school buildings during the scheduled group assessment. This testing will be provided to the student at no cost. Parents wishing to participate in this program should contact the building principal or director of special services.
- D. Awards and Scholarships – Awards, and scholarships, and class ranks determined by School District personnel are available to students who have attended Phillips High School as a full-time student both semesters of their junior and senior years.
- E. High School Diploma - In order to be awarded a Phillips High School Diploma, all students shall meet District requirements and shall successfully complete the final ~~three~~ two semesters in full-time study at Phillips High School. Exceptions may be made at the principal's discretion.

~~II. Entry/Reentry into School from the Phillips Christian Academy or Similar Private Institution~~

The policy relating to Home-Based Private Educational Programs shall also apply to students entering or reentering the Phillips school system from the Phillips Christian Academy or from any similar institution, except that the following sections do not apply to these students:

- ~~_____ Section I, Part A (definition of Home-Based Program)~~
- ~~_____ Section I, Part B, 1, a (relating to DPI form PI-1206)~~
- ~~_____ Section I, Part C (relating to participation in District testing program)~~

~~Nothing within this policy shall be construed so as to deny any Home-Based private education student his/her rights under Wis. Statutes and Public Law 94-142.~~

LEGAL REF: Wis. Stat. s. 118.165(1)(c)
Wis. Stat. s. 118.165(1)(d)
Public Law 94-142

Approved 10/10/89
Revised 1/19/98
Revised 10/20/08
Revised _____

STUDENT INTERVIEWS BY LAW ENFORCEMENT OFFICIALS 445

The Board of Education of the School District of Phillips wishes to cooperate with law enforcement officers in their efforts. Accordingly, school personnel will cooperate with law enforcement officers and accommodate requests to conduct non-custodial interviews with students in school in accordance with specified guidelines. All interviews will be conducted as discreetly as possible in accordance with police department and school district policies and regulations and with full regard of the principles of fundamental fairness.

Police Liaison Officer

The Phillips Police Department, in cooperation with the School District of Phillips, has assigned a police officer to work in the schools. The Liaison Officer is here to serve as a resource person to both staff and students, and to provide law enforcement services when needed. As a resource person the officer will conduct lectures and discussions on drugs, vandalism, traffic law and other matters of interest.

The Police Liaison Officer may also be requested by the administrator, or their designee, to act as an agent of the school for the purpose of investigating suspected violations of school rules.

LEGAL REF: Wisconsin Statutes §48.981, 118.001, 118.257, 120.12(1), 120.13(1)(a), 120.44

CROSS REF: 445-Rule, Guidelines for Police Interviews of Students

Adopted: 01/13/1976

Revised: 03/09/1993

Revised: 03/18/2013

GUIDELINES FOR POLICE INTERVIEW OF STUDENTS**445-Rule****Definitions**

<u>Interview:</u>	Questioning of an individual by a police officer.
<u>Non-custodial interview:</u>	Questioning by a police officer of a student who is not in custody and not expected to be taken into custody. A student will be advised that he/she is not in custody, does not have to talk if he/she does not wish, and can leave any time he/she wishes.
<u>Custodial interview:</u>	Questioning by a police officer of a student who is in police custody. A student shall be informed of his/her Constitutional rights by the investigating officer(s) and these rights shall be given full consideration by the investigating officer(s).
<u>Child rights:</u>	Rights conferred on a child by the Constitution of the United States, the Wisconsin Constitution, state and federal Statutes, and by confirming court decisions and precedents. As a matter of law, parents, school administrators, and other third parties can neither waive nor assert a child's rights. The child can, however, assert those rights at any time.
<u>Police officer and law enforcement officer:</u>	All officers of the federal, state, and local governments charged with the duty and authority for law enforcement and the conducting of official investigations in connection therewith.

Procedural Guidelines

School administration will be notified any time police are on school grounds. All formal interviews with an individual student on school grounds and in school buildings will be conducted as discretely as possible, with the knowledge and assistance of the school administration. Informal conversations between a police officer and groups of students does not constitute a formal interview. Before custodial interviews, the police officer shall advise the student of his/her rights during the interview and confirm with the student that he/she understands these rights.

1. Police officers and administration will confer prior to the interview of students on school premises or grounds. Each police officer will determine whether the circumstances in each case are serious enough to require such a presence on school grounds.
2. If, upon questioning relating to school matters, the principal or his/her designee has reason to believe that a crime has been committed, he/she should cease questioning the student and refer the investigation to the police.

3. School administration generally may sit in on all interviews conducted at school including abuse and neglect cases.

Notification of Parents Prior to Interview

Elementary Students

Prior to any interview of an elementary student who is the victim, witness, or complainant, (except in case of an abuse situation) the principal shall contact the parents or legal guardian unless otherwise instructed by the officer in charge. If the officer so requests, it shall become the officer's responsibility to communicate with the parents. Unless otherwise requested by the officer, the principal or his/her designee shall sit in on the interview for the expressed purpose of providing emotional support for the elementary child. Students in elementary schools will not be interviewed without the notification of parent or guardian except in the case of serious emergency where the parent or a relative is the focus of the investigation or as otherwise provided by law.

Grades 6-12 Students

The officer will communicate with administration but shall ultimately be responsible for determining if, when, and how parents will be communicated with.

Interviews of Students in Schools Related to Abuse and Neglect

Any contact with parents in an abuse or neglect case will be made by Human Services or the Police Department.

Adopted: 01/13/1976

Revised: 03/09/1993

Revised: 03/18/2013

APPREHENSION OF STUDENTS IN SCHOOL**445.1**

Before removing any juvenile from the school, the police officer shall inform the principal, or his or her designee, of such apprehension. The school principal shall record the name of the police officer, the time of apprehension, the name of the issuing authority of any apprehension requests, the nature of the crime for which apprehension is made, and the place of custody or detention.

No student shall be taken into custody at school during school hours unless the school principal, or his or her designee, makes such lawful request, or the officer has probable cause to arrest for a felony or misdemeanor, or has an arrest warrant or juvenile apprehension order.

In emergency situations where the commission of a serious felony or misdemeanor has been witnessed by a school officer, or if the police officer is in pursuit of a student for such crime, the police shall have the legal right to apprehend such student.

Cross Reference: 445.1 Rule, Guidelines for Police Interview of Students

Adopted: 01/13/1976

Revised: 03/09/1993

Revised: 03/18/2013

STUDENT SEARCHES**446**

Desks, lockers, books and equipment loaned to students constitutes school property while in possession of the student. Such property is provided for the convenience of the student and shall be used only for authorized school purposes. Students will be expected to reimburse the school district for damage to school property or the loss or theft of such property.

Students will be expected to exercise discretion in bringing personal items to school, recognizing that any personal items in their lockers or desks or on their person, which constitutes evidence of an illegal act or school rule violation, shall be subject to seizure.

Students shall be free from unreasonable searches of their persons, desks, lockers, and personal property. Secondary students will be informed of the procedures governing the use of lockers, desks, books and equipment, including the fact that possession of items which are contrary to law or school regulations shall be subject to seizure.

No official, employee, or agent of any school or school district can conduct a strip search of any student.

LEG REF: Wisconsin Statutes §118.32, 118.325, 948.50

Adopted: 09/21/1998

Revised: 03/18/2013

GUIDELINES FOR SEARCHES OF PERSONS/PROPERTY **446-Rule**

The following guidelines have been developed to aid school personnel in conducting searches of school property and/or persons in a manner that is legally permissible.

Searches of Lockers and Desks

Desks, lockers, books, I.D.'s and equipment are loaned to students and remain school property while in possession of the student. Such property is provided for the convenience of the student and shall be used only for authorized school purposes and in accordance with school rules. Students will be expected to reimburse the school district for damage to school property or the loss or theft of such property.

Administrators reserve the right to search the contents of students' lockers and desks at all times. Administrators will remove anything contrary to rules or detrimental to the school or safety of other students. Secondary students will be informed in writing of the procedures governing the use of lockers, desks, books and equipment, including the fact that possession of items which are contrary to law or school regulations shall be subject to seizure. Periodic scheduled and/or random searches will be conducted by the administrator or designee (school personnel) to see that lockers are being used in a manner consistent with district policy. Administrators will remove anything contrary to school rules or detrimental to the school or safety of other students.

Students will be expected to exercise discretion in bringing personal items to school, recognizing that any personal items in their lockers or desks or on their person which constitutes evidence of an illegal act or school rule violation, shall be subject to seizure.

Search and Seizure Procedures

Searches Conducted by School Personnel

In addition to locker and/or desk inspections, other searches may be conducted by school personnel according to the following guidelines:

1. A search authorized by school personnel must meet a "reasonable suspicion" standard. Searches permitted by these guidelines will normally meet the "reasonable suspicion" test if the person has reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school and the measures adopted in conducting the search are reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction.
2. The principal, assistant principal, or their designee, shall be authorized to search a student's personal property including school bags, back packs, purses and the like, and motor vehicles on school property. Searches of a student's personal property, such as motor vehicles, handbags, backpacks and school bags, or other items in the student's possession, may be conducted where, under the circumstances, school personnel have reasonable suspicion that a student has dangerous or illegal items in his or her possession. Searches of a student's person will be limited to clothing or items being carried. Strip searches will not be permitted by school personnel.

3. Any unauthorized item found in such searches may be removed and given to the parent or guardian of the student, returned to its rightful owner, or forwarded to law enforcement officials as the circumstances may warrant.

Searches by Law Enforcement Officers

Searches on school property may be conducted by law enforcement officers if they are working at the request of and in conjunction with school officials, if the officer has probable cause to believe the search will yield evidence of a crime, if the officer has a warrant, if the student consents to the search, if the student has been taken into custody, or if exigent circumstances exist (i.e. immediate safety concerns).

Canine Unit Searches

The School District of Phillips reserves the right to use canines trained for drug detection accompanied by law officials for purposes of the exploratory sniffing of the outside of lockers, vehicles parked on school property, and any other areas of school property deemed appropriate. This activity will be carried out on a random or periodic basis and/or when reasonable suspicion exists. The following specific procedures apply regarding the use of canine units.

1. Canines may be used without prior notification to students and/or school personnel.
2. Canines may be called by the school principal/designee with notification of the District superintendent/designee.
3. Use of canines may take place at any District facility if there is reasonable suspicion.
4. Students will be restricted to classrooms and kept out of hallways while canines are in use.
5. In the event of a canine "hit", the locker or other area will be searched further using established procedures.

Adopted: 9/21/1998

Revised: 3/18/2013

SCHOOL DISTRICT OF PHILLIPS
Board of Education Special Board Meeting Minutes
February 18, 2013 – 4:00 p.m.
Phillips Middle School IMC

Meeting was called to order at 4:00 p.m. by Board President Darin Baratka. Present from the Board of Education were Adolph, Arndt, Baratka, Distin, Heidenreich (arrived at 4:10 pm), Marlenga, Pesko, and Rodewald. Absent was Willett. Also present were Superintendent Leipart, student and student's parents, and Andrea Voelker.

Motion (Adolph/Arndt) to convene into closed session pursuant to Wisconsin Statutes Section 19.85(1)(f) for the purpose of conducting an expulsion hearing for a high school student, with deliberations thereafter also to be in closed session pursuant to Wisconsin Statutes Section 19.85(1)(a). Motion carried 8-0.

Motion (Rodewald/Heidenreich) to return to open session. Motion carried 8-0.

Motion (Adolph/Marlenga) to adjourn meeting at 5:15 pm. Motion carried 8-0.

Respectfully Submitted,

Wendy Rodewald, Clerk
Board of Education

MINUTES OF REGULAR BOARD OF EDUCATION MEETING

Monday, February 18, 2013

- I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE – The regular meeting of the Phillips Board of Education was called to order by President Baratka at 6:03 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, Distin, Heidenreich, Marlenga, Pesko, Rodewald, and Willett (Arrived 6:10 pm). Absent: Student Liaison. Also present: Superintendent Leipart, Finance Manager Theder, Principals Hoogland and Houdek, staff, students, community members, and The BEE.
- III. REVIEW OF COMPLIANCE OF OPEN MEETING LAW – President Baratka 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 comments.
- V. ADMINISTRATIVE REPORTS AND COMMITTEE REPORTS
 - A. Principal Report - Colin Hoogland
 - a. PhMS Students of the Month are Kate Lochner (6), Maria Surman (7) and Rachel Patten (8) and PHS Students of the Month are Jake Denny and Jane Coyle.
 - b. Andrew Slade, son of Samuel and Christine Slade, was announced as the PHS Class of 2013 Salutatorian. Andrew has a 3.9455 GPA and plans to attend the University of Wisconsin/Madison to pursue engineering studies.
 - c. Morgan Schillinger, daughter of Jeff and Deanna Schillinger, was announced as the PHS Class of 2013 Valedictorian. Morgan has a 3.9485 GPA and plans to attend St. Norbert College in DePere, WI to pursue pre-med studies. She also will be the recipient of the Academic Excellence Scholarship for the Class of 2013.
 - d. PHS Quiz Bowl team finished the season in first place among the 13 CESA #12 schools.
 - e. The PhMS Student Council held a dance this fall to support the Wounded Warriors in Action Foundation. A \$250 donation was recently made to this organization.
 - B. Student Liaison Report – Not present
 - C. Superintendent Report – Wally Leipart
 1. Presented at the Marawood Conference administrative meeting items regarding salary schedules and educator effectiveness.
 2. Met with Hedlund Insurance representatives who presented a timeline on how to proceed with insurance decisions. They encouraged the District to create an employee wellness committee to create ownership in the insurance processes.

3. The next step in the NTC/Chequamegon/Phillips partnership in the Leaders Academy will be a Gold Collar Career Symposium to be held on April 4th. Area industries are being encouraged to participate in an exhibit hall to show students career opportunities available to them.
 4. Price County Economic Development Association has provided financial support to the Symposium. They will also have a membership meeting on May 16th and will have a “Lifetime Achievement Celebration Ceremony” in the PHS auditorium.
 5. Grade 8 NAEP testing has been completed. The testers noted they were pleased with the student’s cooperation and attendance.
 6. CESA #12 contract for services will be due on April 5th. Recommendations will be made at our March board meeting.
 7. Attended WASB Convention January 22-25 with Jill Arndt and Leah Theder. Attended workshops on salary structures and compensation models, community awareness and engagement, facility operations, school accountability, and relevant instructional delivery models for Common Core Standards. Collected information on charter schools and from EMC, one of our insurance vendors. General sessions focused on the qualities of effective leadership and engagement of communities and employees.
 8. Hardware has been ordered for the intercom and secure access project. The card entry system will be forwarded to facilities committee for 2013-14 project consideration.
- D. WASB Report – Jill Arndt reported the importance of communicating with legislative representatives and also the disappointment of non-response from these individuals.
- E. Finance Report – Leah Theder.
1. Year-to-date expenditures as of January 31, 2013 were \$4,142,904.85 (46.27% of budget) and revenues were \$2,602,839.93 (30.63% of budget). The total cash available was \$703,927.87. The district borrowed a total of \$170,000 during December and January from their line of credit. This has been paid with \$50.30 of interest. No further borrowing is anticipated in the budget year.
 2. Finance Manager Theder presented budget amendments for 2012-2013. The resulting revenue over expenditures changed slightly from \$466,788.39 to \$465,494.24. The change in special project funds was \$13,232.15. These changes are being presented for approval in consent items.
- F. Referendum Information Update
1. Superintendent Leipart reviewed recent announcements from Governor Walker regarding the next biennial budget. It appears that much of the increase in state aid funding will be directed toward the voucher program and very little will filter down to public schools.
 2. Recent article in educator magazine reported that a community receives \$1.50 for every \$1.00 invested in education through direct and indirect means.
 3. The PTSA and the PASS (Parents Advocating for Successful Schools) groups are meeting and looking for ways to support the referendum.
 4. Facebook account is getting more “Likes”. Information about school activities has been posted regularly on the account.

5. A variety of publications have been printed and are being distributed throughout the community. Table tents and brochures are current projects being worked on.
 6. Concerns have been identified about the future of the District regardless of the outcome of the election. Comments are being made that we have not done enough to reach efficiency while others say we need to identify reductions prior to the April 2nd election. The board needs to consider establishing a committee to develop a long-term sustainability plan.
 7. Board discussion was held on dispersing District information and what can/should be added to publications that will help educate the community.
- G. The special education advisory committee held its second meeting of the year on February 5, 2013. The self-assessment process is going well. The identification of corrections in student files is complete with 100% of parent participation. The next step is completion of a random selection parent survey. Letters have been sent and parents have until June to complete the survey. Teaching staff are being trained in aligning individual student plans to Common Core Standards. Two more committee meetings will be held during this academic year.
- H. The policy committee met on February 13, 2013.
1. Policies/Rules #445 and #446 dealing with student interviews, interrogation and searches were reviewed. Liaison Officer Al Cummings was present to help with this review. These policies are being presented for first reading. Policy/Rules #420 regarding student entry are being revised and will be presented next month for approval.
 2. Salary schedule information was reviewed for presentation at this meeting. Superintendent Leipart reviewed the handouts and encouraged board members to read and reread the materials. The CESA #12 document focuses on the inability of performance pay systems to work in an educational setting. The Ripon School District document is a good example of a salary schedule that honors good employees and provides means for dealing with employees who do not improve. It is recommended that the Board schedule a meeting to deal just with the salary schedule.
- I. The business services committee met on February 14, 2013. All items discussed during the committee meeting have been covered during this meeting.

VI. CONSENT ITEMS

- 1) Motion (Pesko/Rodewald) to approve minutes from January 21 and 31, 2013 board meetings, to approve first readings of policies as presented by policy committee above, and to approve bills from January 2013 (#334541 - 334748 and wires) for a total of \$569,948.91. Motion carried 8-1.
- 2) Motion (Arndt/Adolph) to approve retirement of Dale Houdek as PES Principal. Dale has served the District for 17 years. Motion carried 9-0.
- 3) Motion (Distin/Rodewald) to approve resignation of Wally Leipart as District Superintendent. Wally has served the District for 5 years. Motion carried 9-0.
- 4) Motion (Heidenreich/Pesko) to approve remainder of personnel report: hiring of spring season coaches Sarah Socha (girls head track) and Dana Janssen (girls assistant track), hiring of Daryl Gago as PHS varsity football coach, and

Scott Retallick as LTE bus driver, and accepting resignation from Jodi Wanish as JV volleyball coach. Motion carried 9-0.

- VII. ITEMS FOR NEXT MEETING – The next regular board meeting will be held on March 18, 2013 at 6:00 pm. Items to be included are a CESA #12 contract, transition plan for administrative needs and 2013-14 staffing plans (closed session).
- VIII. 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.
- Administrative Plan for 2013-2014
 - Staffing Plan for 2013-2014
- B. Pursuant to 19.85(1)(f), Wis. Stats., for the purpose of considering personal history of a student.
- Graduation Request
- IX. 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.
- X. MOVE TO EXECUTIVE SESSION – Motion (Arndt/Heidenreich) to move into executive session as previously announced. Motion carried with roll call vote 9-0. Open session meeting adjourned at 8:15 p.m.
- XI. RETURN TO OPEN SESSION – (Willett/Adolph) to reconvene to open session. Motion carried 9-0.
- XII. ACTION ITEM – Motion (Willett/Adolph) to accept the recommendation to grant a student graduation request. Motion carried 9-0.
- XIII. ADJOURN - Motion (Adolph/Rodewald) to adjourn meeting at 9:20 pm. Motion carried 9-0.

Respectfully submitted,

Wendy Rodewald, Clerk
Board of Education

**Personnel Report
February 16, 2013 – March 15, 2013**

New Hires/Transfers					
Name/Location Position Description	Category	Position Status	New Salary	Previous Employee Salary	Effective Date
Dave Scholz PES Principal	Admin	Replace Dale Houdek	TBD	\$83,454	July 1, 2013
Vicki Lemke Director of Pupil Services	Admin	Replace Tom Potterton	TBD	CESA #12 Contract	July 1, 2013

Recruitment				
Position	Position Status	Category	Location	Posting Date
JV Volleyball Coach	Replace Jodi Wanish	PEA	PHS	1/29/2013
Assistant Varsity Football Coach	Restructured Program	PEA	PHS	2/18/2013
JV Football Coach	Restructured Program	PEA	PHS	2/18/2013
Superintendent	Replace Wally Leipart	District Administration	District	2/27/2013

Retirements – Resignations					
Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location