

Phillips Board of Education Regular Board Meeting

Monday, June 19, 2017
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.

Board Meeting Agenda		Facilitator	Page #
I.	Call to Order (Pledge of Allegiance)	Pesko	
II.	Roll Call of Board Members	Pesko	
III.	Review of Compliance of Open Meeting Law	Pesko	
IV.	Public Participation Forum	Pesko	
V.	Administrative Reports and Committee Reports A. PES Principal Report B. Director of Pupil Services Report	Scholz Lemke	
VI.	Items for Discussion and Possible Action A. Committee Assignments B. Additional Compensation Plan Review C. Approval of 2016-17 Budget Amendments D. Approval of 2017-18 Preliminary Budget	Pesko Pesko Lehman Lehman	3 4-6
VII.	Consent Items A. Approval of Minutes from May 15, 2017 Regular Board Meeting B. Approval of Personnel Report C. Approval of Bills	Pesko	7-9 10 PDF
VIII.	Items for Next Board Meeting	Pesko	
IX.	Adjourn	Pesko	

2017-18 DISTRICT COMMITTEES with BOARD MEMBERSHIP --- DRAFT
Board President is included in all Committees

BUSINESS SERVICES (Officers)

Jon Pesko, President
Marty Krog, Vice-President
Willy Marlenga, Treasurer
Tracie Burkart, Clerk

SCHOOL FOREST

Willy Marlenga
Kevin Rose

FACILITIES/TRANSPORTATION

Marty Krog
Jon Pesko
Jim Adolph

SPECIAL ED ADVISORY

Joe Fox

HUMAN GROWTH/DEVELOPMENT & HEALTH

Willie Marlenga

ATHLETIC AD HOC

Willy Marlenga

INFORMATION TECHNOLOGY

Jim Adolph
Marty Krog
Student Liaison

NEGOTIATIONS

Board officers

CURRICULUM

Mark Distin
Stephen Willett

NUTRITION

Tracie Burkart
Joe Fox

BOARD APPOINTMENTS

CESA # 12 Joe Fox
WASB Delegate Mark Distin
Crisis Team Marty Krog
WI Rural Schools Stephen Willett

POLICY REVIEW

Jim Adolph
Tracie Burkart
Joe Fox
Stephen Willett

REVENUE

Tracie Burkart
Marty Krog
Jon Pesko
Stephen Willett

Additional Compensation Plan 2017-2018

Additions in Green
Deletions in Yellow

The School District of Phillips believes that all employees have access to this additional compensation plan in an effort to recruit and retain the highest quality employee in every department of our school district. Therefore, the structure of this plan will be guided by a consistent method of qualification for advancement in (additional compensation).

The critical components of this plan are as follows:

Statement of Beliefs (Learning Targets)

I can...

- Model what is expected
- Nurture a safe, healthy and trusting environment
- Provide a challenging and engaging curriculum
- Promote lifelong learning
- Encourage student participation in decision making
- Build school, family and community partnerships
- Celebrate diversity, talents and strengths
- Foster continuous improvement
- Encourage innovation for self and others

Basic Structure

- Additional compensation is separate from annually negotiated compensation. (The current system of base pay and supplemental pay.)
- Additional compensations is available to employees not on an improvement plan.
- The attainment of points within a rubric will determine advancement.
- Accrual of points will be cumulative lifetime.
- Point accrual rubric will contain sections that are appropriate for every department of the school district's work force.
- A digital portfolio is the preferred method to document qualification for additional compensation, however, a print form is available in the district office.
- Request for additional compensation must be submitted to the employee's direct supervisor on or before April 1st of any given year in order for the advancement to be considered for the next fiscal year. (Example: April 1, 2017 for the 2017-18 school year).
- Completion of all components of the additional compensation request must be completed on or before June 15th in order to be applied to the next budget year.
- Approval or denial of the request for additional compensation must be provided to the applicant in writing. The written justification of approval or denial must specify the supervisor or superintendents reason(s) for the approval or denial.
- The superintendent will review all applications for additional compensation that were submitted to the direct supervisors. This review will determine if the direct supervisors decision is to be accepted or rejected by the superintendent. All

applications and the administration's written review will be presented to the Board of Education (appointed panel) on or before the April regular board meeting.

- Contracts or Intent to offer letters will be issued on or after May 15th and must be signed and returned on or before June 15th, or as otherwise guided by Wisconsin state statutes.
- The Board of Education (appointed panel) will review and make final determination of only the applications that have been denied or rejected.

Accrual of Points

- All employees are eligible to earn and accrue points.
- Point accrual is lifetime cumulative.
- The number of points necessary for advancement is 50 points for certified staff and 25 points for support staff.
- Additional compensation in the amount of \$2,000.00 will be awarded to certified staff and support staff working 260 day contracts. Support staff with less than 260 day contract the amount will be prorated by total # of hours/2080.
- If a monetary value is currently awarded for an activity, event or learning opportunity the employee may continue to accept that payment or provide written notice to the district office of the fact that they intend to convert the activity, event or learning opportunity to points in accordance with the rubric and not receive the monetary payment. Once converted, the activity can no longer be done for pay.
- Completion of verification forms, if required, will need to be signed within two calendar weeks following completion of the activity.
- Point Collection or Forms will be maintained by the employee and made part of the formal application process upon submission.
- Workshop points cap at 10 points per year.
- Admin Team Discretionary points: The district administration team (Superintendent, 6-12 Principal, Special Education Director, PK-5 Principal and Business Manager) will review and approve discretionary points as recommended by students, staff, business partners, parents and/or interested community members.
 - * letters of support
 - * demonstrated effort fostering camaraderie
 - * supporting extra curricular or community activities
 - * Building or classroom initiative connected to community/business
 - * New and innovative practice/instruction
 - * Book study of topic relating to area of need/interest
- Master's Degree and National Board Certification and/or Doctorate recipients will receive a one time compensation advancement of \$2,000.00 for each level of degree advancement. each degree attained.
- One Time Years of service points equal to years of service to the District (2016-17 only). DELETE

Professional Staff Points

Activity, Event or Learning Opportunity

Points

• 1 Graduate level course credit	10/credit	for 1st five, then 3 points
• PDP Plan Work		Year 1 - 10 point Year 2 - 15 points Year 3 - 10 points Year 4 - 10 points Year 5 - 15 points
	NEW	
• 1 Day workshop (non-school day or administrative request)		5 3
• 1 Day workshop (school day)		1
• 1 hour of professional development (max of 5/year)		.5
• Peer Coaching		2
• Mentoring/Mentee		10/year
• PDP Team Reviewer		5
• Workshop/In-Service presenter		5
• Supervising a student teacher or intern		5
• Article published in a professional journal		10
• AP Course Teacher Certification		2
• Dual Credit Course		1/course
• Student meetings (IEP/504/CST)		.5
• School Special Event/Outreach Events (outside of work day)		.5/event .5/hour
• Committee assignment (per session)		.5
• Department or building leadership assignment (committee chair)		2
• Educator effectiveness-Effective/Distinguished - 3 year cycle		5/7
• Administration Discretionary Points		
• Innovative Program Research and/or Development (Implementation Yr)		Admin Discretionary

Support Staff Points

<u>Activity, Event or Learning Opportunity</u>	<u>Points</u>
• 1 Day workshop (non-school day or administrative request)	5
• 1 Day workshop (school day)	1
• 1 hour of professional development (max of 5/year)	.5
• Mentoring/Mentee	5
• Workshop/In-Service presenter	2 5
• Committee assignment (per session)	.5
• State Certification in area of work (initial/renew)	10
• Formal year evaluation-3 year cycle	5/7
• School Special Event/Outreach Events (outside of work day)	.5/event .5/hour
• Administration Discretionary Points	
• Innovative Program Research and/or Development (Implementation Yr)	Admin Discretionary

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MONTHLY MEETING
Monday, May 15, 2017

- I. The Phillips Board of Education meeting was called to order by President Pesko at 5:00 pm in the 6-12 Learning Center. The Pledge of Allegiance was recited.
- II. Present: Adolph, Burkart, Distin, Krog, Marlenga, Pesko, Rodewald, Rose, Willett, and Student Liaison. Administration present: Morgan, Lehman, Hoogland, Lemke and Scholz. Others: Staff, community members, and Price County Review
- III. Board Organizational Meeting
 - A. Rick Morgan was appointed as the organizational chairperson
 - B. Election of officers:
 1. Motion by Stephen Willett to close nominations and have the secretary cast a unanimous vote for Jon Pesko for President. Motion carried 9-0.
 2. Motion by Stephen Willett to close nominations and have the secretary cast a unanimous vote for Marty Krog as Vice President, Lillianne Marlenga as Treasurer, and Tracie Burkart as Clerk. Motion carried 9-0.
 - C. President Pesko appointed Joe Fox as CESA #12 delegate and Mark Distin as the WASB delegate.
 - D. Board president, clerk and treasurer were appointed as check signers.
 - E. Motion (Willett/Krog) to designate Price County Review as the official district newspaper. Motion carried 9-0.
 - F. Committee membership will be kept the same as last year unless a board member requests a change. Joe Fox was assigned to policy committee to replace Wendy Rodewald.
 - G. Board meeting dates are set for the third Monday of each month at 6:00 p.m. The December meeting will be held at 5:00 p.m. due to high school concert. The annual meeting will be held on October 2, 2017.
 - H. Motion (Willett/Marlenga) to adjourn the organizational meeting at 5:09 p.m. Motion carried 9-0.
- IV. President Pesko stated that 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 Price County Review.
- V. Public Participation - None
- VI. Administrative and Committee Reports
 - A. Elementary Principal Report
 1. Students of the month are Jack Kulwicki and Jayelin Tucke, both from grade 5.
 2. Tyler Ring reported that summer school planning is going well. Student signup packets will go out this week. The schedule will remain the same as in past years. The program will begin on May 5th and run for three weeks.
 3. Terra Gastmann reported that the summer feeding program will run again this year for all students of the district. There will be several closed sites, including the Phillips Community Daycare, in addition to the Phillips Elementary site. Leanne Benson and Landra Denruiter will run the program. Discussion was held on student balances.
 - B. Phillips Middle/High School Principal Report
 1. Students of the month at PhMS are Julian Wright (6), Sara Tucke and Sarina Franson (7), and Damien Janacek (8).

2. Students of the month at PHS are Tyler Hlavacek (12) and Jacob Smugala (11).
 3. Aaron Hickerson was introduced as the 2017-18 student liaison to the Board. Jasmyn Kleinhans will serve as the alternate.
- C. Director of Pupil Services Report
1. The Forward Exam for grades 3-8 and the ACT Aspire for grade 9 have been completed and went smoothly.
- D. Superintendent Report
1. The facilities utilization committee met on April 19th and will meet again on May 31st at 4:00 p.m. A meeting will be held with the architect at 3:00 p.m.
 2. Fab Lab planning group has met several times to look at how best to use the grant money and refinance money during year one. There are electrical and ventilation needs that will need to be addressed before equipment is installed. Huotari representatives were here to look at repurpose construction plans.
 3. A special meeting will be held in conjunction with business services committee meeting on June 15 at 5:00 p.m. to discuss 2016-17 budget amendments and 2017-18 budget planning.
- E. Student Liaison Report
1. Gabrielle vonSeggern was awarded four of the ten medals at the Marawood Conference Art show. Seven students entered work for the show
 2. Tyler Hlavacek was awarded 2nd place in welding sculpture at Skills USA.
 3. High school students and staff worked hard on the community cleanup day.
 4. AP English class attended a performance of Mama Mia.
 5. Senior class trip will be held at Copper Falls.

VII. Items for Discussion and Possible Action

- A. Motion (Willett/Marlenga) to approve the submitted revisions to the Employee Handbook for 2017-18. Motion carried 9-0.
- B. The leadership communication team met and worked hard on the additional compensation plan. Suggested revisions will be reviewed at the business services committee before coming to the Board for approval in June.
- C. The State has not released information for the 2015-16 school performance report. A report will be published when the data is available.
- D. Discussion on wages and salaries was tabled to closed session.
- E. Motion (Willett/Adolph) to approve raising lunch prices \$.10 at each building level for 2017-18 as required by federal mandate. Motion carried 8-1 (Willett).
- F. Delta Dental issued a renewal rate with an increase of 4.0%. Changes in the benefit plan using a \$25/single and \$75/family deductible would result in a .15% increase and using a \$50/single and \$150/family deductible would result in a 1.9% decrease in rates. Discussion on options was tabled to close session.
- G. Motion (Willett/Distin) to approve resolution to approve and authorize that application be made by the President and Clerk of the School Board to the Board of Commissioners of Public Lands for a State Trust Fund loan in the amount of Two Hundred Thirty Seven Thousand and 00/00 (\$237,000) for the purpose of financing construction of fab lab. The loan is to be repaid within 10 years from the 15th day of March preceding the date the loan is made. The loan is payable in annual installments with interest at the rate of 3.50 percent per annum, from the date of making the loan to the 15th day of march next and thereafter annually as provided by law. Be it further resolved that there is levied on all taxable property within the School District of Phillips a direct, irrevocable annual tax sufficient in amount to pay the principal and interest on the loan as they become due. Be it further resolved that we, the members of the School Board of the School District of

Phillips, Wisconsin, do not intent to use our exemption authority within the purview of Section 67.12(12)(e)(2g, Wisconsin Statutes, for the application of this loan.
Motion carried 9-0.

- VIII. Consent Items - motion (Willett/Adolph) to approve consent items. Motion carried 9-0.
- A. Approved minutes from April 17, 2017 regular board meeting
 - B. Approve bills from April 2017 (#342264-342449 and wires) for a total of \$537,109.17.
 - C. The personnel report was tabled to closed session.
- IX. The next regular board meeting will be held on June 19, 2017 at 6:00 pm. Items to include on the agenda were facility update, potential first reading of food service policy, budget updates from the business services/special board meeting.
- X. Motion (Krog/Burkart) to convene into executive session at the conclusion of the open session
- A. Pursuant to WI Stat. Sec. 19.85(1)(c) for the purpose of considering employment, promotion, retirement, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
 - Superintendent Annual Review
 - Contract Negotiation Parameters for 2017-18 Salary and Wages
 - B. Pursuant to WI Stat. Sec. 19.85(1)(f) for the purpose of considering open enrollment requests for 2017-18 school year.
 - Requests to enter the School District of Phillips
 - Requests to leave the School District of PhillipsMotion carried with roll call vote 9-0 at 6:00 p.m.
- XI. The Board may reconvene into open session pursuant to WI Stat. Sec. 19.85(1), if necessary, to act on motions made during the executive session.
- XII. Motion (Willett/Krog) to reconvene into open session. Motion carried 9-0.
- XIII. Action Items
- A. Motion (Willett/Adolph) to approve open enrollment requests to enter and leave the School District of Phillips. Motion carried 9-0.
 - B. Motion (Willett/Adolph) to authorize Mr. Morgan to proceed with negotiations under the parameters outlined. Motion carried 9-0.
 - C. Motion (Willett/Distin) to approve the personnel report as presented. Motion carried 9-0.
 - D. Motion (Distin/Krog) to not make any changes to the dental insurance plans for 2017-18. Motion carried 9-0.
- XIV. Motion (Willett/Adolph) to adjourn at 7:20 pm. Motion carried 9-0.

Respectfully submitted,

Tracie Burkart, Clerk
Board of Education

**Personnel Report
May 12, 2017 - June 8, 2017**

New Hires/Transfers

Name/Position	Position Description	New Salary	Previous Employee Salary	Effective Date
Lance Johnson Varsity Asst Football	Replace BJ Bolz	\$2,046.72	\$2,046.72	Fall Season
Kelly Lind Special Ed Teacher	Replace Jessica Nichols	Negotiation in process	\$49,490.00	8/21/2017

Recruitment

Position	Position Status	Location	Posting Date
FBLA Advisor	Replace Jean Flower	Phillips High School	08-31-2015
Girls Varsity Tennis Coach	Replace Mike Rocheleau	Phillips High School	02-10-2017
Boys Soccer Coach	Replace Mark Fuhr	Phillips High School	03-06-2017
Bus Route Driver	Replace Greg Meskill	Bus Garage	05-04-2017
Junior Varsity Football Coach	Replace Brandon Kozak	Phillips High School	03-15-2017
Pool Custodian	Replace Jason Matsick	High School/Pool	05-25-2017
Assistant Cross Country Coach	Replace Kristi Speer	Phillips High School	06-01-2017

Resignations/Retirements

Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location
Jason Matsick	Pool Custodian	Terminated	5/22/2017	2	PHS/Pool
Kristi Speer	Asst. Cross Country Coach	Resignation	6/1/2017	10	PHS
Sarah Eckert	Paraprofessional	Resignation	6/2/2017	7	PES