

NEENAH JOINT SCHOOL DISTRICT
Board of Education

May 22, 2012

The meeting of the Board of Education was held in the Board room of the Administration Building on Tuesday, May 22, 2012.

President Scott Thompson called the meeting to order at 7:00 p.m. and ascertained that proper notice had been given to the local newspapers and that the meeting had been properly noticed at each of the school buildings. Board members Betsy Ellenberger, Christine Grunwald (arrived at 7:20), Peter Kaul, Christopher Kunz, Kirk Leeser, John Lehman, Steve Lenz, Jeff Spoehr, Scott Thompson, student representatives Alissa Rashid and Jessica Werhand, and the following administrators were present: Mary Pfeiffer, District Administrator; Victoria Holt, Assistant District Administrator of Human Resources & Central Services; Steve Dreger, Assistant District Administrator of Elementary Learning & Leadership; Mark Duerwaechter, Assistant District Administrator of Secondary Learning & Leadership; Paul Hauffe, Director of Business Services; and Jon Joch, Director of Revenue Enhancements & Business Services Support. Diane Haug was present as Board Secretary/Deputy Clerk.

OPEN FORUM

Katie Schierl, 7529 Sunburst Lane, Neenah, thanked the NJSD and shared how the special education and music departments have impacted her son, Jim.

President Thompson declared the open forum closed at 7:04 p.m.

APPROVAL OF MINUTES

Motion was made by Peter Kaul and seconded by Christopher Kunz to approve the minutes of the May 8, 2012 regular meeting. The motion carried by unanimous vote.

STUDENT COUNCIL REPORT

Alissa Rashid and Jessica Werhand...

- provided an update to recent sporting events and activities.
- stated that the final orchestra concert at Shattuck will take place on Thursday, May 24.
- shared that the eighth grade dance will take place on June 1.
- reported that the sixth grade academic awards program will take place in the OJ Gym at Shattuck on May 31.
- stated that Roosevelt will be holding a talent show this Friday, May 25, at 10:00 a.m.
- provided an update to recent student council events.
- reported that the NHS talent show was a huge success and that \$800 was donated toward a new black curtain in Pickard Auditorium.
- stated that AP testing is completed.
- shared that Act II and Vintage auditions are taking place this week.
- reported that the Senior Awards Program will take place tomorrow evening at 7:00 p.m. in Pickard Auditorium.
- stated that the seniors will be taking their class trip to Great America on Friday.

Board minutes are available on the district's web site: www.neenah.k12.wi.us

DISTRICT ADMINISTRATOR'S REPORT

District Administrator Pfeiffer...

- introduced Board member Peter Kaul, who shared information about the new Board of Education Scholarship which was recently established, and recognized this year's recipients, Charles McDonald and James Bernhardt.
- introduced Activities Director Jim Strick who recognized Coach Joe Lewis and NHS powerlifters Charles McDonald, Alex Ziepke, and Teagan Schwab.
- introduced Shattuck Middle School Principal Stephanie Phernetton and Associate Principal Chad Buboltz who, along with Shattuck staff members, shared information related to the Shattuck school goals and progress.

OFFICIAL ACTION

Motion was made by Christopher Kunz to approve the items under Consent Agenda as follows: 1. Employment of Personnel which includes a request for a leave of absence from a NESPA employee (Nicholas Erickson, computer technician), a request for contract increases for teachers (Susan Michlig, Grade 1 teacher at Roosevelt, and Mary Reader, Grade 4 teacher at Roosevelt), a request for a leave of absence for the 2012-13 school year from a teacher (Rebecca Girard, school counselor), a request from a teacher for consideration of early retirement (Dawn Schneidewend, kindergarten teacher at Coolidge), a request for retirements from teachers (Peter Malchow, CORE 6 Language Arts at Horace Mann, and Mattie Richardson, CORE 8 Social Studies at Shattuck), a request for retirement from an administrator (Kim Benson, Principal at Clayton), a request for a job share from teachers (Heather Verrier and Emily Wertanen, Grade 1 position at Hoover), and a request for resignations from teachers (Stephanie Dembiec, Grade 3 at Wilson, and Allison Schwab, school counselor at NHS) (Exhibit 5-H-12), and 2. Presentation of Accounts (Schedule of Vouchers No. 10 dated April 30, 2012 reflecting revenues of \$2,687,826.60 and expenditures of \$7,844,286.67) (Exhibit 5-I-12). President Thompson provided clarification to the request from a teacher for early retirement benefits and stated that by approving the consent agenda, this request will not be approved as Ms. Schneidewend has not met the minimum age to qualify for retirement. The motion was seconded by Peter Kaul and carried by unanimous vote.

COMMITTEE PRESENTATIONS

Dr. Pfeiffer introduced Victoria Holt, Assistant District Administrator of Human Resources and Central Services, and Scott Hertting, NHS physics teacher, who gave an update regarding the pay-for-performance committee's work (Exhibit 5-J-12). Discussion ensued regarding the Board's desire to continue to move forward to find a way to evaluate teacher performance and to reward high-performing teachers. Dr. Pfeiffer reminded Board members that the pay-for-performance is not a recurring cost while the increased base pay for teachers will be a recurring cost and that in the current system, if we only allow the CPI to advance teachers' salaries, it will take many years for salaries to increase. Concern was raised that pay-for-performance should be about cooperation rather than competition. Dr. Pfeiffer suggested that she meet with Mrs. Holt and Mr. Hertting to develop a timeline to move forward with pay-for-performance.

Dr. Pfeiffer introduced Jon Joch, Director of Revenue Enhancements and Business Services Support, and Jim Strick, Activities Director, who were the co-chairs of the co-curricular committee. Mr. Joch and Mr. Strick acknowledged committee members in attendance, Joe Lewis, Lisa Dohr, and Bruce Moriarty and shared that the co-curricular committee was made up of 27 NJSD staff members and two administrators. Mr. Joch and Mr. Strick presented the recommendations of the co-curricular committee (Exhibit 5-K-12) and stated that the Board would vote on the recommendation at the June 5 meeting. Discussion took place regarding putting money back into the co-curriculars, the struggle of school districts to maintain co-curriculars, coaches who are District employees vs. non-district employees, the desire to support co-curriculars, the need to review the co-curricular pay schedule every four years, and the current pay for game workers. Mr. Joch and Mr. Strick answered questions of Board members. Additional information was requested regarding the number of added positions and the justification for those positions. Board members thanked the co-curricular committee for their work thus far. A recommendation by the co-curricular committee will be brought to the June 5 Board of Education meeting for a vote.

Dr. Pfeiffer introduced Steve Dreger and Mark Duerwaechter, Assistant District Administrators of Elementary and Secondary Learning and Leadership, who presented an update to the work done by the course for credit reimbursement committee (Exhibit 5-L-12) and answered questions of Board members. A recommendation by the course for credit reimbursement committee will be brought to the June 5 Board of Education meeting for a vote.

CURRICULUM AND PROGRAM DEVELOPMENT COMMITTEE

Chair Christine Grunwald stated that the Curriculum and Program Development Committee anticipates setting a meeting date as soon as the position of Director of Curriculum, Instruction, and Assessment has been filled.

Chair Grunwald stated that she and Dr. Pfeiffer attended an Automotive Advisory Council meeting at NHS this afternoon and suggested Mike Derleth come to a Board meeting in the fall to share information about the program.

FINANCE AND PERSONNEL COMMITTEE

Chair John Lehman stated that the Finance and Personnel Committee met tonight before the Board meeting and that another meeting is scheduled for Tuesday, July 24, at 5:00 p.m.

ANNOUNCEMENTS

President Thompson stated that the Board will meet in closed session at 5:30 p.m. on Tuesday, June 5, to discuss Dr. Pfeiffer's performance evaluation. If necessary, the discussion will continue in closed session after the regular Board of Education meeting that night.

It was decided that the Board of Education meeting for July will take place on Tuesday, July 24, at 6:00 p.m. and that beginning with this meeting, all future regular Board of Education meetings will begin at 6:00 p.m.

FUTURE AGENDA ITEMS

Project Lead the Way and Gateway Overview

ADJOURNMENT

President Thompson announced that it would be necessary to adjourn the regular meeting and to subsequently reconvene in closed session. Motion was made by Jeff Spoehr to adjourn and that the Board reconvene in closed session according to Wisconsin Statutes 19.85(1)(c)(f) for the purpose of approval of minutes of the May 8, 2012 closed session meeting, discipline of specific students, and preparation for negotiations. The motion was seconded by Peter Kaul and carried by unanimous vote. The meeting adjourned at 9:45 p.m.

CLOSED SESSION

The Board reconvened in closed session at 9:53 p.m. for the purpose of approval of minutes of the May 8, 2012 closed session meeting, discipline of specific students, and preparation for negotiations.

ADJOURNMENT OF CLOSED SESSION

Motion to adjourn closed session was made by Peter Kaul, seconded by Kirk Leeser, and carried by unanimous vote. The closed session adjourned at 10:53 p.m.

Diane Haug
Board Secretary/Deputy Clerk

Jeff Spoehr
Board Clerk