

NEENAH JOINT SCHOOL DISTRICT  
Board of Education

May 8, 2012

The meeting of the Board of Education was held in the Board room of the Administration Building on Tuesday, May 8, 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, 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; Anne Lang, Director of Pupil Services; Paul Hauffe, Director of Business Services; Jon Joch, Director of Revenue Enhancements & Business Services Support; and Diane Doersch, Director of Instructional Technology. Diane Haug was present as Board Secretary/Deputy Clerk.

OPEN FORUM

As no one present wished to address the Board, President Thompson declared the open forum closed at 7:01 p.m.

REORGANIZATION OF THE BOARD AND ELECTION OF OFFICERS PER BOARD POLICY 220

President Thompson announced that it would be necessary to elect Board of Education officers for the ensuing year per Board Policy 220 as follows: President, Vice President, Clerk, Treasurer, and Secretary/Deputy Clerk. President Thompson stated that the election of each officer, to be conducted in a public meeting, may be by secret ballot or by roll call vote. It was decided the elections would be held by secret ballot. President Thompson appointed Vicky Holt as vote teller and Paul Hauffe as vote certifier.

President Thompson announced that nominations were open for the office of President. Mrs. Holt announced the following nomination for President: Scott Thompson. Motion was made by John Lehman to close the nomination and unanimously approve Scott Thompson for the office of President. The motion was seconded by Betsy Ellenberger and carried by unanimous vote of acclamation.

President Thompson announced that nominations were open for the office of Vice President. Mrs. Holt announced the following nomination for Vice President: John Lehman. Motion was made by Scott Thompson to close the nomination and unanimously approve John Lehman for the office of Vice President. The motion was seconded by Jeff Spoehr and carried by unanimous vote of acclamation.

**Board minutes are available on the district's web site: [www.neenah.k12.wi.us](http://www.neenah.k12.wi.us)**

President Thompson announced that nominations were open for the office of Clerk. Mrs. Holt announced the following nominations for Clerk: Peter Kaul and Jeff Spoehr. Peter Kaul requested that his name be removed from nomination. Motion was made by John Lehman to close the nomination and unanimously approve Jeff Spoehr for the office of Clerk. The motion was seconded by Betsy Ellenberger and carried by unanimous vote of acclamation.

President Thompson announced that nominations were open for the office of Treasurer. Mrs. Holt announced the following nominations for Treasurer: Peter Kaul and Christopher Kunz. Christopher Kunz requested that his name be removed from nomination. Motion was made by Scott Thompson to close the nomination and unanimously approve Peter Kaul for the office of Treasurer. The motion was seconded by Steve Lenz and carried by unanimous vote of acclamation.

President Thompson announced that nominations were open for the office of Secretary/Deputy Clerk. Motion was made by Scott Thompson that Diane Haug, Administrative Assistant to the District Administrator, be declared Secretary/Deputy Clerk by acclamation. The motion was seconded by Christine Grunwald and carried by unanimous vote.

President Thompson stated that he would keep the current Board members on their current committees and asked Jeff Spoehr if he would consider the position of Vice Chair of the Curriculum and Program Development Committee. Mr. Spoehr agreed to be the Vice Chair of the Curriculum and Program Development Committee. Mr. Thompson asked new Board member Steve Lenz if he would be interested in serving on the Curriculum Committee and Mr. Lenz agreed to serve on this committee. President Thompson stated that he would contact other Board members for the remaining secondary committees and asked Board members to contact him if they have a desire to serve on one of the secondary committees.

#### APPROVAL OF MINUTES

Motion was made by Betsy Ellenberger and seconded by Christopher Kunz to approve the minutes of the April 24, 2012 regular meeting. The motion carried by unanimous vote.

#### STUDENT COUNCIL REPORT

Alissa Rashid and Jessica Werhand...

- reported that Clayton School raised over \$250 for their next SmartBoard.
- stated that NHS would be featuring an art show tomorrow in the Apollo Commons.
- invited everyone present to the NHS talent show this Friday from 7:00-10:00 p.m. which will feature the school-wide Lipdub.
- stated that there will be a Shattuck choir concert next Tuesday, May 15, at 7:00 p.m.
- reported that the National Honor Society will be holding a drive next week for the local food pantry.
- provided an update to recent student council events.
- reported that prom is this Saturday, May 12.
- stated that AP testing has begun.
- invited everyone to the NHS band concert tomorrow evening.

- reported that there will be a Horace Mann choir concert on Thursday, May 10, at 7:00 p.m.
- shared that Clayton and Coolidge will hold their school carnivals on Friday, May 18.

#### DISTRICT ADMINISTRATOR'S REPORT

District Administrator Pfeiffer...

- introduced Jon Joch, Director of Revenue Enhancements and Business Services Support, who introduced Associated Bank personnel and gave a brief update on Rockets Banking.
- recognized Alissa Rashid for receiving the Dale D. Hawley Leadership Recognition Award at the WASC Convention.
- congratulated Neenah High School and Mike Derleth for being accredited by the National Institute for Automotive Excellence in the areas of engine performance, brakes, steering and suspension, and electronic systems. NHS has maintained this certification since 2006.
- recognized Catherine Miller, 5<sup>th</sup> grade Magnet student who was selected as the 2012 Northwestern University Midwest Academic Talent Search award qualifier.
- stated that this is Teacher Appreciation Week and expressed appreciation to our teaching staff.
- introduced Roosevelt/Alliance Principal Phil Johnson who, along with Roosevelt/Alliance staff members and students, shared information related to the Roosevelt/Alliance school goals and progress.

#### OFFICIAL ACTION

Motion was made by Christopher Kunz to approve the items under Consent Agenda as follows: 1. Early Entrance to Kindergarten (Exhibit 5-A-12), 2. Investment Report (Exhibit 5-B-12), 3. School Property Tax Report (Exhibit 5-C-12), 4. Employment of Personnel which includes a request for a resignation from a teacher (Kristin Barrett, kindergarten teacher at Coolidge School) and a request for retirements from teachers (Greg Brock, School Psychologist, District; Randy Hasselquist, CORE 6 math, Horace Mann; Jane Jacobson, NEAT, NHS; Kathie Kinnaman, French, NHS; Marcia Macdonald, gifted and talented, Lakeview; Cheryl Miller, library media specialist, Clayton/Spring Road; Nada Newcomb, school counselor, Clayton; and Julie Petit, grade 3, Hoover) (Exhibit 5-D-12), and 5. Recommendation for Awarding Contracts to Teachers (Exhibit 5-E-12). The motion was seconded by Jeff Spoehr and carried by unanimous vote.

#### EMPLOYEE POLICY MANUALS

Dr. Pfeiffer thanked the Board for providing additional time to review the Other Post Employment Benefits (OPEB) piece of the Employee Policy Manuals over the coming summer. Dr. Pfeiffer stated that she plans to ask approximately 25 people, including all employee groups along with community members, to participate on this team. The plan is to review the work from July of 2011 to the present. Dr. Pfeiffer stated that a framework of non-negotiables will be established for the team to work within and that the plan must reflect unifying groups and that the number 77 will remain the same. Dr. Pfeiffer stated that the District must position itself from an unfunded liability to a funded liability and that the benchmark reflecting a steady decline in costs will remain intact or will decrease even more.

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Dr. Pfeiffer stated that there will need to be strong consideration for incoming employees and also about what our responsibility will be for contributing to our own retirement. Dr. Pfeiffer stressed that the OPEB is a secondary benefit above and beyond the primary benefit which is the Wisconsin Retirement System. Dr. Pfeiffer stated that the team would also be considering survivor benefits and that the District needs to remain comparable to other districts. Dr. Pfeiffer stressed that this decision has already been prolonged at least 10 to 15 years and that a decision will take place in the fall. The focus will be on ensuring that the children of our future are taken care of while committing to make Neenah a place where people will want to work and will want to stay. Dr. Pfeiffer stated that she is hoping a final recommendation will come before the Board in September. Discussion ensued regarding a timeframe for being funded, pay for performance, and the need to be creative. Interested citizens should contact Dr. Pfeiffer.

Motion was made by Jeff Spoehr to approve the revised Employee Policy Manuals for faculty, administrators, exempt, and support staff for 2012-13 (Exhibit 5-F-12). The motion was seconded by Peter Kaul and carried by unanimous vote.

#### 2012-13 BUDGET FRAMEWORK

Dr. Pfeiffer pointed out the changes to the 2012-13 Budget Framework (Exhibit 5-G-12). Motion was made by Peter Kaul to support proceeding with the development of the 2012-13 budget, including purchases necessary to prepare for the 2012-13 school year. The motion was seconded by Scott Thompson and carried by unanimous vote.

#### CURRICULUM AND PROGRAM DEVELOPMENT COMMITTEE

Chair Christine Grunwald stated that the Curriculum and Program Development Committee has nothing to report at this time.

#### FINANCE AND PERSONNEL COMMITTEE

Motion was made by Betsy Ellenberger to approve the minutes of the April 24, 2012 Finance and Personnel Committee meeting. The motion was seconded by Peter Kaul and carried by unanimous committee vote.

Chair John Lehman stated that the Finance and Personnel Committee is currently looking at bids for the food service program. Chair Lehman stated that the next meeting of the Finance and Personnel Committee is scheduled for Tuesday, May 22, 2012 at 5:30 p.m. prior to the Board of Education meeting.

#### ANNOUNCEMENTS

Peter Kaul stated that he attended the Act II and Vintage Finale on Saturday night and the performance was amazing.

Jeff Spoehr reported that he went to a presentation with Mr. Fleming at Fox Valley Technical College recently regarding vocational education at the high school level.

Christopher Kunz reminded Board members to take the time to complete the communications survey which may be found on the District's web site.

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Dr. Pfeiffer reminded everyone of the Employee of the Year reception to be held at Bridgewood Conference Center tomorrow, Wednesday, May 9, 2012 from 3:45-5:00 p.m.

It was decided that President Thompson, along with Christine Grunwald and Christopher Kunz, will attend Neenah High School's graduation ceremony this year.

#### FUTURE AGENDA ITEMS

No new items.

#### 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)(g) for the purpose of approval of minutes of the March 20, 2012 closed session meeting, consideration of issuing preliminary notices of non-renewal, and potential litigation. The motion was seconded by Peter Kaul and carried by unanimous vote. The meeting adjourned at 8:19 p.m.

#### CLOSED SESSION

The Board reconvened in closed session at 8:27 p.m. for the purpose of approval of minutes of the April 24, 2012 closed session meeting, potential litigation, and consideration of issuing preliminary notices of non-renewal.

#### ADJOURNMENT OF CLOSED SESSION

Motion to adjourn closed session and was made by Betsy Ellenberger, seconded by Christine Grunwald, and carried by unanimous vote. The closed session adjourned at 9:22 p.m.

#### OPEN SESSION

President Thompson called the open session to order at 9:23 p.m. Board members Betsy Ellenberger, Christine Grunwald, Peter Kaul, Christopher Kunz, Kirk Leaser, John Lehman, Steve Lenz, Jeff Spoehr, Scott Thompson and the following administrators were present: Mary Pfeiffer, District Administrator, and Victoria Holt, Assistant District Administrator of Human Resources & Central Services.

#### IRS RESOLUTION

Motion was made by Peter Kaul that the 2006-2011 retirees are responsible for paying their portion of their FICA obligation associated with their OPEB benefits back to the District. The District will extend survivorship benefits for the stipend portion of the Neenah OPEB plan for all 2006-2011 retirees effective May 8, 2012 going forward. Administration will determine the payment options for the employees to repay the FICA. Motion was seconded by Scott Thompson and carried by unanimous vote.

NON-RENEWAL AND REDUCTION OF TEACHER CONTRACTS FOR THE 2012-13 SCHOOL YEAR

Motion was made by Scott Thompson to eliminate the 0.4 FTE teacher contract of John Palacek and to reduce the teaching contract of Molly Baker from 1.0 to 0.9 FTE. The motion was seconded by Christine Grunwald and carried by unanimous vote.

ADJOURNMENT

Motion to adjourn was made by Pete Kaul, seconded by John Lehman, and carried by unanimous vote. The meeting adjourned at 9:25 p.m.

Diane Haug  
Board Secretary/Deputy Clerk

Jeff Spoehr  
Board Clerk