

NEENAH JOINT SCHOOL DISTRICT  
Board of Education

April 24, 2012

The meeting of the Board of Education was held in the auditorium of the Administration Building on Tuesday, April 24, 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; Mark Duerwaechter, Assistant District Administrator of Secondary Learning & Leadership; Anne Lang, Director of Pupil Services; Paul Hauffe, Director of Business Services; Jon Joch, Director of Revenue Enhancements & Business Services Support; Diane Doersch, Director of Instructional Technology; and Andrew Thorson, Facilities Engineer. Diane Haug was present as Board Secretary/Deputy Clerk.

OPEN FORUM

Dianne Calcaterra, 7751 Joseph Peters Drive, Neenah, 20-year veteran teacher in the Neenah Joint School District, shared her concerns with the proposed lack of retirement benefits and suggested grandfathering the plan for long-time veteran teachers.

Robert Townsend, 1344 Southfield Drive, Menasha, NHS teacher, shared his thoughts regarding the proposed retirement benefits and suggested the Board and administration sit down and talk with the staff affected by the changes.

Sara Bork, 2120 N. Erb Street, Appleton, 14-year teacher in the NJSD, shared her thoughts regarding the proposed retirement benefits, salary, and health insurance.

Mark Schott, 1020 Eden Drive, Neenah, 24-year teacher in the NJSD, shared his thoughts regarding unfunded vs. "used" liability, requested that the Board speak with veteran staff to get some additional ideas, and requested to see the supporting data from the actuaries.

Tim Hopfensperger, 1140 Shaggy Park Drive, Neenah, 22-year veteran teacher in the NJSD, expressed his disappointment with the employee handbook for teachers.

Natalee Bowman, 701 N. Canterbury Drive, Appleton, former NJSD foreign language teacher and current substitute teacher, spoke on behalf of the teachers and shared her thoughts regarding the proposed employee handbook.

Ann Cattau, 1135 Manor Drive, Neenah, retired NJSD teacher, shared her thoughts regarding the proposed cut in benefits.

Chris Wilharm, 628 Kessler Drive, Neenah, NJSD teacher, expressed her concern over the proposed employee handbook.

Ann Johnson, 829 E. Cecil Street, Neenah, parent in the NJSD, expressed support for the teachers and asked what cuts the upper administration would be taking and what the administrators would be giving back to the District.

Hank Krokosky, 3524 Grand Meadows Drive, Appleton, Executive Director of WEAC Fox Valley, questioned why the unfunded liability needs to be fixed immediately and suggested the Board table the proposal until the parties can meet and confer with each other.

Andy Braunel, 1058 Patrick Court, Neenah, 19-year veteran teacher in the NJSD, stated that teachers are the most important aspect of a child's education and that by taking care of the teachers, you will be taking care of the kids.

Gwen Sargent, 560 Grove Street, Neenah, questioned how decisions are made as far as the employee handbook, benefits, etc.

President Thompson declared the open forum closed at 8:02 p.m.

#### DISTRICT ADMINISTRATOR/BOARD CONSIDERATION OF OPEN FORUM ISSUES

President Thompson stated that the Board would be addressing some of the concerns during their discussion of the Employee Policy Manuals.

#### APPROVAL OF MINUTES

Motion was made by Christopher Kunz and seconded by Peter Kaul to approve the minutes of the April 10, 2012 special meeting. The motion carried by a vote of seven yes (Grunwald, Kaul, Kunz, Leeser, Lehman, Spoehr, Thompson) and two abstentions (Ellenberger, Lenz).

Motion was made by Christopher Kunz and seconded by Jeff Spoehr to approve the minutes of the April 10, 2012 regular meeting. The motion carried by a vote of seven yes (Grunwald, Kaul, Kunz, Leeser, Lehman, Spoehr, Thompson) and two abstentions (Ellenberger, Lenz).

#### STUDENT COUNCIL REPORT

Alissa Rashid and Jessica Werhand...

- reported that the Neenah Special Olympics team will be hosting a Fox Cities basketball skills competition in the Conant gym tomorrow.
- stated that Shattuck and NHS Project Citizen teams will be displaying their projects at the state-wide competition in Madison on Saturday.
- shared that Clayton School will be holding an Arts Festival on Thursday, May 3, at 6:00 p.m.
- reported that the Diversity Fair will take place at Neenah High School on Friday, May 4.

- provided an update to recent and upcoming Student Council events.
- invited everyone present to the Neenah High School talent show on Friday, May 11, at 7:00 p.m.
- stated that band, choir, and orchestra students will be participating in the state solo and ensemble competition this Saturday at UW-Oshkosh.
- invited everyone present to the Act II and Vintage Finale on Saturday, May 5, at 7:30 in Pickard Auditorium.
- reported that prom will take place on Saturday, May 12.
- thanked all of the teachers for all they do for the students of the Neenah Joint School District.

#### DISTRICT ADMINISTRATOR'S REPORT

District Administrator Pfeiffer...

- stated that she had the opportunity to attend the NHS spring drama recently and recognized Jessica Werhand for her part in the play.

#### OFFICIAL ACTION

Motion was made by Christopher Kunz to approve the items under Consent Agenda as follows: 1. Request for Waivers of Tuition (Exhibit 4-F-12), 2. Employment of Personnel which includes a request for resignations from teachers (James Frailing, social studies teacher at Neenah High School and Alisa Jeske, grade 1 teacher at Hoover) and a request for a resignation from an administrator (Anne Lang, Director of Pupil Services) (Exhibit 4-G-12), 3. Presentation of Accounts (Schedule of Vouchers No. 9 dated March 31, 2012 reflecting revenues of \$8,721,867.42 and expenditures of \$5,233,092.48) (Exhibit 4-H-12); 4. 2011-12 Quarterly Budget Projection Report (Exhibit 4-I-12); and 5. Board Policy 5113 – Open Enrollment Program (previously entered as Exhibit 4-A-12). The motion was seconded by Peter Kaul and carried by unanimous vote. Dr. Pfeiffer thanked Anne Lang for her years of service to the Neenah Joint School District.

#### EMPLOYEE POLICY MANUALS

Dr. Pfeiffer presented a PowerPoint (Exhibit 4-J-12) related to the proposed Employee Policy Manuals (Exhibit 4-K-12). Discussion ensued with regard to whether Group C is valued higher than Groups A and B, the possibility of obtaining an opinion from an investment advisor on whether the dollars will be available in the future, what the survivor benefit is, whether current employees would be grandfathered in with a minimum HSA, and some assurance of current employees being able to purchase health insurance under the current plan.

At 9:20 p.m., President Thompson announced that the Board would take a five minute break. The meeting resumed at 9:28 p.m.

Mrs. Holt reviewed the proposed options to health insurance plans. President Thompson requested a summary for each plan that covers the total out-of-pocket costs.

CURRICULUM AND PROGRAM DEVELOPMENT COMMITTEE

Chair Christine Grunwald stated that the Curriculum and Program Development Committee will be reconfigured with the election of the new Board member, Steve Lenz.

FINANCE AND PERSONNEL COMMITTEE

Chair John Lehman stated that the Finance and Personnel Committee had nothing to report at this time.

Dr. Pfeiffer acknowledged members of the Budget Advisory Committee for their continued work and presented a preview of the development of the 2012-13 District budget (Exhibit 4-L-12). Paul Hauffe, Director of Business Services, provided information in an attempt to clarify the tax levy and revenue limit authority. Diane Doersch, Director of Instructional Technology, and District technicians answered questions related to the technology portion of the 2012-13 District budget.

PROJECT AUTHORIZATION

Mr. Lehman reviewed seven major construction projects for authorization (Exhibit 4-M-12). Motion was made by Peter Kaul to approve the project authorization of the seven projects identified up to a total of \$960,000. The motion was seconded by Kirk Leeser and carried by unanimous vote.

2012-13 STAFFING PROPOSAL

Discussion ensued regarding the 2012-13 updated staffing proposal (Exhibit 4-N-12). Motion was made by Jeff Spoehr to accept the 2012-13 updated staffing proposal. The motion was seconded by Betsy Ellenberger and carried by unanimous vote.

ANNOUNCEMENTS

Board Clerk Jeff Spoehr presented the Statement of Canvassers in the April 3, 2012 Board of Education spring election which indicated the following number of votes received by each candidate: Kirk R. Leeser – 4303; John R. Lehman – 4791; Betsy Ellenberger – 4650; Steve Lenz – 4812 (Exhibit 4-O-12). Board members welcomed Steve Lenz to the Board of Education.

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 Peter Kaul to adjourn and that the Board reconvene in closed session according to Wisconsin Statutes 19.85(1)(c)(f)(g) for the purpose of approval of minutes of the April 10, 2012 closed session meeting, discipline of specific students, potential litigation, and discussion of specific personnel. The motion was seconded by Christine Grunwald and carried by unanimous vote. The meeting adjourned at 10:35 p.m.

CLOSED SESSION

The Board reconvened in closed session at 10:45 p.m. for the purpose of approval of minutes of the April 10, 2012 closed session meeting, discipline of specific students, potential litigation, and discussion of specific personnel.

ADJOURNMENT OF CLOSED SESSION

Motion to adjourn closed session was made by Peter Kaul, seconded by Steve Lenz, and carried by unanimous vote. The closed session adjourned at 11:39 p.m.

Diane Haug  
Board Secretary/Deputy Clerk

Jeff Spoehr  
Board Clerk