



School District of Beloit

BOARD OF EDUCATION PURPLE PACKET – August 21, 2015

1. Notice of Meeting
 - Special Board Meeting, Tuesday, August 25, 2015, 5:15 p.m., Superintendent's Office, Room 106
 - Special Policy & Personnel Committee Meeting, Tuesday, August 25, 2015, 6:45 p.m., Superintendent's Office, Room 106
 - Board Business Meeting, Tuesday, August 25, 2015, 7:00 p.m., Board Room

NOTES/UNDER SEPARATE COVER

- Financial Reports for June are now available online.
- Links to school newsletters can be found on the Board of Education website on the lower right hand side.

FUTURE BOARD MEETINGS

Curriculum Committee Meeting, Tuesday, September 8, 2015 TBD, Room 210
Special Board Meeting, Tuesday, September 8 2015, TBD, Superintendent's Office, Room 106
Policy & Personnel Committee Meeting, Tuesday, September 8, 2015, Times TBD, Superintendent's Office, Room 106
Finance Committee Meeting, Tuesday, September 8, 2015, Time TBD, Superintendent's Office, Room 106
Special Policy & Personnel Committee Meeting, Tuesday, September 22, 2015, Superintendent's Office, Room 106
Board Business Meeting, Tuesday, September 22, 2015, 7:00 p.m., Board Room



NOTICE OF MEETING

**SCHOOL DISTRICT OF BELOIT
BOARD OF EDUCATION
POLICY & PERSONNEL COMMITTEE**


Date: Tuesday, August 25, 2015

Time: 6:45 p.m. or Immediately Following the Special Board Meeting, Whichever is Later

Location: KOLAK EDUCATION CENTER
Room 106, Superintendent's Office
1633 Keeler Avenue
Beloit, WI 53511

Committee Members: Nora Gard, Chair; Dennis Baskin and John Winkelmann

AGENDA

1. Call to Order
2. Approval of Agenda
3. Personnel Recommendations (5 minutes)
  Personnel Actions – Exhibit A
4. Future Items for Discussion
5. Adjournment

It is anticipated that other Board members may attend this committee meeting.

Posted: August 21, 2015



**School District of Beloit
Policy & Personnel
Committee Report**

August 25, 2015

I. BASIC INFORMATION

Topic or Concern: Personnel Actions – Exhibit A – August 25, 2015

Which strategy in the Strategic Plan does this support? The employment of these personnel will be meeting all strategies within the strategic plan. The actual strategy will vary by position.

Your Name and Title: Todd Cabelka, Executive Director of Personnel

Others assisting you in the presentation: Thomas Johnson, Superintendent

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Policy and Personnel Committee?

Personnel recommendations

B. What information must the Policy and Personnel Committee have to understand the topic/concern and provide any requested action?

Information to support legal action as required by Wisconsin Statutes/

C. If you are seeking Policy and Personnel Committee action, what is the rationale for your recommendation?

Comply with legal requirements and Wisconsin Statutes.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Policy and Personnel Committee consideration and a fiscal note.)

Employment to meet needs of district to ensure quality education to all students within the district's budgetary guidelines.

MOTION:

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: existing budgets

Long Term Committed Funds? Yes No If yes, # of years _____.

BUDGET LOCATION: As indicated on sheet.

FISCAL IMPACT: As indicated on sheet.

Personnel Recommendation Report page 1

8.25.15

August, 2015

Name	Location	Position	Effective Date	FTE	Notes	Salary
NEW EMPLOYMENT						
Administrators						
Anthony Bonds	Kolak	Asst Superintendent - Curriculum/Instruction/Technology	tbd	100%		(based on tbd 124,000)
Professional Educators						
Anthony Braun	Hackett	Grade 1	8/25/2015	100%		35,812
Katherine Brossard	Gaston	Kindergarten	8/25/2015	100%	one-year only - license status	35,812
Lindsay Gagnon	Memorial	Art	8/25/2015	100%		42,842
Morgan Hamilton	Aldrich	Grade 6 (Math/Science)	8/25/2015	100%		35,406
Elena Henry	Fruzen	Special Ed	8/25/2015	100%	one-year only - license status	35,406
Samantha Hoppe	Memorial	Social Studies	8/25/2015	100%		35,406
Darla Jacobson	Fruzen	Grade 6	8/25/2015	100%		66,526
Logan Mathews	Cunningham	Grade 7 (Math)	8/25/2015	100%		35,406
Reynaldo Ochoa Jr	Fruzen	Special Ed	8/25/2015	100%	possible one-year - license status (needs to obtain WI license)	51,060
Kathleen Peterson	District (west side elementary)	School Nurse	8/25/2015	100%		49,030
Tracy Presley	Fruzen	Special Ed	8/25/2015	100%	returning employee (aka Tracy Amin)	49,436
Dawn Raufman	Aldrich/District	Reading - Private School Reading	8/25/2015	75%	one-year only - Title I funding	(based on 37,686 50,248)
Catherine Smullen	Cunningham	Art	8/25/2015	100%	one-year only - license status for hired position	51,060
Rebecca Tollefson	Todd	Grade 1	8/25/2015	100%		35,406
Heidi Weisensel	McNeel	Special Ed	8/25/2015	100%	one-year only - limited placement	40,406
Steven Zartman	Aldrich	Grade 7/8 - Math/Science	8/25/2015	100%		37,436
Other Professional Support						
Daniel Lansing	Cunningham	Permanent Building Sub Teacher	8/28/2015	100%		110.00 per day
Support Staff						
Adriana Castellanos	McNeel	ESL Para	8/25/2015	100%		11.74 per hour
Brittany Huffman	District - McNeel	Health Room Assistant	8/25/2015	100%		13.11 per hour
Kiriat Vivas	Todd	Special Ed Para	8/28/2015	100%		11.74 per hour
Rehired - was on one-year in 2014-2015						
Professional Educators						
Patricia Papazoglou	Memorial	Family & Consumer Ed	8/25/2015	100%	one-year only - license status	51,466
Leah Rosenthal	Robinson	Grade 2	8/25/2015	50%	was on one-year - rehired for another one-year - limited term assignment	(based on 32,248 64,496)

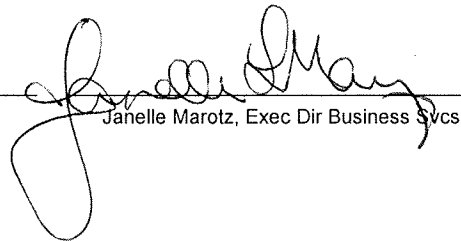
Personnel Recommendation Report page 2

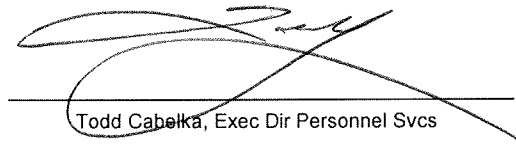
8.25.15

August, 2015

Name	Location	Position	Effective Date	FTE	Notes	Salary
ADMINISTRATIVE ADDENDUM						
Carol Campbell	District	Principal Leadership Specialist	2015-2106	20%	addendum contract	10,000
Carol Fox	District	Principal Leadership Specialist	2015-2106	20%	addendum contract	10,000
Sue Green	District	Principal Leadership Specialist	2015-2016	20%	addendum contract	10,000
Pamela Kiefert	District	Principal Leadership Specialist	2015-2016	20%	addendum contract	10,000
RETIREMENTS / RESIGNATIONS / LAYOFFS						Years of Service
Professional Educators						
Kimberly Carter	Fruzen	Art	6/12/15 (8/18/15)	100%	resignation - other employment	1 year
Winter Cason	Memorial	Special Ed	6/12/15 (8/4/15)	100%	resignation - relocation	3 years
Vickie Condon	Cunningham	Art	6/12/15 (8/13/15)	100%	resignation - other	13 years
Sherry Cook	Memorial	Special Ed	6/12/15 (8/18/15)	100%	resignation - other employment	6 years
Edward Gavigan	Fruzen	Grade 7 (Social Studies)	6/12/15 (8/20/15)	100%	retirement	11 years
Tamuriel Grace	Memorial	School Counselor	6/12/15 (8/19/12)	100%	resignation - other	8 years
Rachel Hansen	Aldrich	Core 7	6/12/15 (8/4/15)	100%	resignation - other employment	3 years
Janet Lobdell	District	Behavior Specialist	6/12/15 (8/17/15)	100%	resignation - other employment - grant year	1 year
Lesley Nason	Cunningham/McNe	ESL	6/12/15 (8/14/15)	100%	resignation - other employment	3 years
Lindsay Passwaters	Cunningham	Grade 6	6/12/15 (8/19/15)	100%	resignation - other employment	7 years
Meghan Valentine	Cunningham	Grade 5	6/12/15 (8/13/15)	100%	resignation - other employment	9 years
Support Staff						
Kelly Berg	Hackett	Special Ed Para	6/11/12 (8/19/15)	100%	resignation from contractual employment	1 year
Janice Smith	Gaston	Special Ed EC Para	6/11/15 (8/13/15)	50%	retirement	17 years

Thomas Johnson, Superintendent


Janelle Marotz, Exec Dir Business Svcs


Todd Cabelka, Exec Dir Personnel Svcs



NOTICE OF MEETING

**SCHOOL DISTRICT OF BELOIT
BOARD OF EDUCATION
SPECIAL BOARD MEETING**

Date: Tuesday, August 25, 2015

Time: 5:15 p.m.

Location: KOLAK EDUCATION CENTER
The Roosevelt Building
Room 106, Superintendent's Conference Room
1633 Keeler Avenue
Beloit, WI 53511

AGENDA

1. Call to Order
2. Approval of Agenda
3. Hackett Elementary Stateline Community Foundation Grant Acceptance (10 minutes)
4. WASB Resolutions (10 minutes)
5. Development of an Expulsion/Suspension Task Force (10 minutes)
6. HSA Impacts on the Operation of the Employee Wellness Clinic and Beloit Health System Contract Proposal (30 minutes)
7. Land/Property Update* (10 minutes)
*A motion may be made and a vote taken to reconvene the Board of Education in Closed Session pursuant to Section 19.85 (1)(e) of the Wisconsin Statutes relative to deliberating or negotiating the purchasing of public properties, whenever competitive or bargaining reasons require a closed session.
8. The Board of Education may reconvene to Public Session in order to take any action, if necessary, on items discussed in closed session.
9. Personnel Items* (15 minutes)
*A motion may be made and a vote taken to convene the Board of Education in Closed Session pursuant to Section 19.85 (1)(c) of the Wisconsin Statutes relative to considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
10. The Board of Education may reconvene to Public Session in order to take any action, if necessary, on items discussed in closed session.
11. Adjournment

Posted: August 21, 2015



School District of Beloit Board of Education Report

August 25, 2015

I. BASIC INFORMATION

Topic or Concern: Hackett Elementary Stateline Community Foundation Grant Acceptance

Which strategy in the Strategic Plan does this support? Strategy 6 Family Engagement
Strategy 7 Character

Your Name and Title: Marcia Schwengels, Principal Hackett Elementary

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The purpose of this report is to request that the Stateline Community Foundation grant be accepted as attached. As reflected in the attached application, the goal of this grant is to begin to make Hackett a community school, helping to educate parents as well as their children. We will not only help families seek resources for their basic daily needs, but also provide education for the parents in a multitude of formats.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

This would be an expansion to a position that was funded through a Stateline Community Foundation Grant in the 2014-2015 school year. This position provided a lot of support to families, but with only 10-15 hours a week the position was limiting. We feel that a full time position would make a huge impact on student achievement, family well-being and hopefully a neighborhood that can feel safe.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

We have students at Hackett seven hours a day. We have wonderful teachers who put their heart and soul into helping these children both academically and social emotionally. We know that change needs to be made in the community and that cannot happen unless we begin to educate the parents of our students also.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

In order for us to maximize the resources in our community we must have someone on staff that can organize, plan and implement a way for community members to get involved. It needs to be a person that is available to answer questions and handle issues that arise.

MOTION: The Board of Education accepts the Stateline's Community Foundation's Community Needs Grant in the amount of \$36,000 for Hackett Elementary School.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds? No

BUDGET LOCATION:

FISCAL IMPACT: \$36,000



Stateline
COMMUNITY FOUNDATION
Connecting people who care with causes that matter.

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690 Third Street, Suite 110
Beloit, Wisconsin 53511
Ph: (608) 362-4228
Fax: (608) 362-0056
www.statelinecf.org

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Tammy Kerch
Grant and Scholarship
Coordinator
tammy@statelinecf.com

August 6, 2015

Mrs. Marcia Schwengels
Hackett Elementary School
628 8th Street
Beloit, WI 53511

Dear Marcia,

Congratulations, you have been awarded a community needs grant from the Stateline Community Foundation in the amount of \$36,000 for the Fund Family Liaison Position.

Once we have received the following, the funds will be available.

1. A signed contract.
2. A copy of the press release.
3. E-mail an acknowledgement expressing how this grant impacts your clients including a photo(s) in a jpeg format to tammy@statelinecf.com.
4. Please contact us to schedule a photo opportunity with SCF presenting your organization the grant.

If you have any questions concerning the grant, publicity requirements, or reporting responsibility, please feel free to contact me.

Sincerely,

Tara J. Tinder
Executive Director

Enclosures

Stateline Community Foundation's Community Needs Grant

Hackett Elementary School

Grant Application for Family Community Liaison

Contact Information:
Organization Name
Hackett Elementary School
Requested Amount
36,000.00
Contact Person
Marcia Schwengels
Contact Title
Principal
Address
628 8th Street Beloit, Wisconsin 53511 United States Map It
Phone
(608) 361-2410
Email
mschwengels@sdb.k12.wi.us
Your Request:
Project Summary.
<p>Hackett Elementary school is a very diverse population. We are 38% Hispanic, 25% African American 27% Caucasian, 9% multiracial and 1% American Indian. We are a very transient population with students moving often and many times living in multi-family homes. It will also serve the families of all of our students by providing much needed resources. We will provide programming for students that need anger management and classroom survival skills. We will seek out parents that are working hard, but just need a little extra help taking advantage of resources in our community.</p> <p>Family Liaison Position,</p> <p>We believe our students and their families would benefit greatly from a full time Family Liaison. This position would focus on four areas. Time would be divided as follows:</p> <p>40% Parent Involvement Coordinate English Classes for Spanish Speaking parents Hold workshops so parents know expectations in current grade level (less than 25% of parents could name one basic milestone child should have reached Harvard and Brown University 2011) Survey parents on their needs and meet those needs</p>

Provide resources for parents of our DLI program that are native English speakers
Parent Recognition Dinner
Provide GED and Citizenship assistance
Meet with parents regarding clarification of school policies, needs and questions/concerns
Organize family events, including recruiting and organizing staff/volunteers

35% Community Involvement
Community Action Mentor Program- Train, recruit and organize mentors during lunch/recess
Lunch Buddy and Reading Buddy Program
Collect data regarding the Lunch/Reading Buddy Program and the mentor program.
Celebration for volunteers

15% Grant Acquisition
Assist teachers in finding grants to fund projects in the classroom
Find funds to use for family events
Seek out donations for parent awards

10% Parent Resource Room
Hold office hours where parents can use the computers
Organize time for parents to search for jobs and update resume
Continue to seek out workshops that can be held in our parent resource room

This would be an expansion to a position that was funded through a Stateline Community Foundation Grant in the 2014-2015 school year. This position provided a lot of support to families during the current school year, but with only 10-15 hours a week the position was limiting. We feel that a full time position would make a huge impact on student achievement and family well being.

There are many community members willing and able to get involved in our school, however we don't have the resources or staff to accommodate these volunteers. In order for us to maximize the resources in our community we must have someone on staff that can organize, plan and implement a way for community members to get involved. It needs to be a person that is available to answer questions and handle issues that arise.

We implemented anger management groups, friendship making groups and surviving in the classroom small groups through the Stateline Community Foundation Grant last year. We would like to continue to offer those groups in the 2015-2016 school year. The Family Liaison would organize these groups and coordinate with teachers to select students to participate in these groups.

Through the use of surveys we have discovered that many of our parents are in need of GED prep, English class, Financial Literacy and resume workshops. I believe that we could become a school site that parents feel welcome and supported in. They would be able to come in and use these resources throughout the school year if we had a person on staff that could coordinate these resources.

Budgets

I will enter the budget

Enter Budget below

36,000.00 to fund a full time Family Liaison. This position would be 8 hours a day for 210 days of the school year.

Timeline

The Family Liaison would report for duty on Monday August 10, 2015 and her/his last day will be Friday June 22, 2016.

Measurable Outcome:

This position would not only benefit the students at Hackett Elementary School, but it would benefit the families of our students as well. In regards to the parent involvement piece of the position the goal would be two fold. First, the Family Liaison would strive to help families meet their immediate needs. This would involve surveying parents to see if they need help with food, clothing or shelter. Upon receiving notice of their needs this position would work with existing resources in our community to help them get what they need. We believe that when families' basic needs are not met it is nearly impossible for education to be a priority. In working with them to provide for their needs we feel that it would allow parents to be more focused on their child's education and ultimately be more involved in school. The person in this position will make it a priority to educate parents on the benchmarks their students should be meeting each year in school. A study at Brown and Harvard University revealed that less than 25% of parents could name one basic milestone child should have reached in their current grade level. By helping parents realize where their students are academically we believe we would see a shift in parental involvement.

In terms of our students we will be able to measure the effectiveness of the social groups by interviewing students and teachers before and after the small group sessions to record what skills and self regulatory strategies students have developed from the groups. We can also look at our major and minor behavior documentations of behavior to see if classroom behavior improves.

Another major focus of the position would be community involvement in the school. With the limited position in 2014-2015 the Family Liaison did not feel she could fully support the volunteers in our mentor and lunch buddy program. If this were a full time position more time could be spent recruiting and training volunteers to ensure they are the most effective they can be.

Collaboration:

This position would work closely with local organizations like Caritas, YWCA, Boys & Girls Club and the Literacy Council. These organizations provide resources to our community that are needed by our families. The Family Liaison would act as a middle person to these organizations and connect parents to needed resources. He/she will work with a new position at Hackett titled Culturally Responsive Behavior Interventionist. This person will be partnering with the principal and the Family Liaison to bring training and support to staff in order to promote the inclusion of all cultures and ethnicity represented in our building.

Support

Hackett Principal Marcia Schwengels is planning to add two positions to our building in the upcoming school year. The first is the Culturally Responsive Behavior Interventionist. This position will be filled by a person already embedded in the Hackett Community. It will be a person that knows our students, families and communities. Someone that is passionate about looking at students as individuals and being flexible in our schools and classrooms to accommodate their individual needs. The second position is the Family Liaison which we hope will be funded through monies provided by the Stateline Community Foundation. We have proposed our plan to School District of Beloit Superintendent Dr. Tom Johnson and he has given us permission to seek outside funding for both positions. In addition he has committed \$11,000.00 from the district to fund the Cultural Responsive Behavior Interventionist position.

Future Funding:

With the implementation of these two positions we are confident that we will see many measurable positive outcomes as a result. With a solid plan in place for documenting programs implemented, surveying participants and calculating results we will have a program that is easily replicated. We are sure that other schools in our district could benefit greatly from the programs we are planning and we are sure that with continued financial support from local foundations and the school district our vision for Hackett students and families will come to fruition.

Officers & Directors

Shannon Scharmer - School Board President
Nora Card - Vice President

John Winkelmann – Treasurer
Dennis Baskin - Board Clerk
John Acomb - Board Member
Lisa Anderson-Levy - Board Member
Laurie Endres- Board Member

Organizations 990:

- [Tax-ID.docx](#)

FEIN Number

39-0000935

IRS 501(c)(3)

- [Tax-ID1.docx](#)

Family /Community Liaison

One year position pending grant approval.

This position will be 29 hours per week@ \$25/hr. No benefits are offered.

Summary of Role: To build the capacity for family and community engagement in our school by empowering parents to take an active role in their child's education and encouraging community members to invest in our schools.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The following statements of duties, responsibilities, frequency, and percentages are intended to describe the general nature and level of work being performed by individual assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position. Actual duties and responsibilities may vary.

- Maintain documentation for measuring progress in parental and community involvement goals per district, state, and federal requirements, as appropriate per school site.
- Assist school by providing information on programs, services or resources per the social needs of the community. Partner with community organization to increase resource base.
- Assist leadership teams by evaluating and creating an inviting school environment for all parents and community members.
- Assist with the process for parental communication of the instructional goals for the district/school, expectations for student performance and attendance, how progress is measured towards the standards, and parent rights with specific programs, including making and facilitating home visits as appropriate.
- Assist leadership teams by identifying, recruiting and implementing educational training opportunities for parents and community members. Coordinate parent training, meetings and volunteer efforts.
- Assist leadership teams, with parents, to conduct annual needs assessments, plan activities and evaluate current strategies for increasing family and community involvement.
- Assist administration and teachers in acquiring grants to funds family events and classroom projects.
- Attend district training and meetings as required.
- Perform other duties as assigned.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of

the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND TRAINING:

Bachelor's degree

EXPERIENCE:

One year and up to and including two years of experience working in schools or community services with parents, families and staff. Experience in coordinating events preferred.

SKILLS, KNOWLEDGE, EQUIPMENT & OTHER:

Oral and written communication, excellent interpersonal, organizational, presentation, time management, facilitation, mediation, and decision making skills. Ability to work with students and families with diverse backgrounds and abilities. Ability to diffuse volatile situations. Operating knowledge of and experience with computers. Operating knowledge of word processing, spreadsheets and internet applications and general office equipment. Bilingual oral and written skills preferred. Must be a self-starter who can work with minimal supervision. English language skills required.



School District of Beloit Board of Education Report

August 25, 2015

I. BASIC INFORMATION

Topic or Concern: WASB Resolutions

Which strategy in the Strategic Plan does this support?

Your Name and Title: John Acomb, Board Vice President & WASB Representative

Others assisting you in the presentation: Shannon Scharmer, Board President

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The Board determines whether it wants to submit resolutions to WASB.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Last year the board voted to submit resolutions for consideration, which are attached. Board members need to determine if they have any resolutions they would like to submit to the board for consideration on September 8th. All resolutions are due to WASB by September 15th but will need to be considered and voted on at the September 8th special meeting.

C. If you are seeking Board of Education action, what is the rationale for your recommendation? NA

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

N/A

MOTION: N/A

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds? N/A

BUDGET LOCATION: N/A

FISCAL IMPACT: NA



2015 WASB DELEGATE ASSEMBLY

Date: September 11, 2014

Subject of Resolution: Accountability Legislation

Submitted by the School Board of: School District of Beloit

RESOLUTION: WHEREAS: WASB has already declared its belief that "Private and parochial schools that accept state funding through taxpayer-finance vouchers.....must be held to the (same) state statutory requirements, testing requirements and accountability measures as public schools;" and
WHEREAS: legislation to implement these measures has been introduced in the Wisconsin Legislature; and
WHEREAS: passage of this legislation is not assured; and
WHEREAS: some legislators have spoken against inclusion of all voucher schools in the proposed bill;
THEREFORE BE IT RESOLVED: that the WASB reaffirms its commitment to fair and impartial administration of and publication of all school accountability standards, which should be applied equally to all public schools and private voucher schools without exception.

RATIONALE: Education is becoming increasingly competitive. It is not appropriate for the legislature to set different standards for different schools, making it more difficult for citizens to make informed choices and to act in the best interests of their child when choosing schools.

☒ Checking the box (at left) confirms that this submitted resolution was duly approved by the School Board.

☐ Checking the box (at left) and typing in the name of the board president (below) confirms that the board president signed this resolution.

Board President: John Winkelmann

Date of Approved Resolution: September 9, 2014



2015 WASB DELEGATE ASSEMBLY

Date: September 11, 2014

Subject of Resolution: School Finance Funding Timeline

Submitted by the School Board of: School District of Beloit

RESOLUTION: WHEREAS: Wisconsin school districts are as fiscal year organizations operating from July 1 to June 30 each year; and
WHEREAS: Wisconsin property values used in the fiscal year for budgeting are determined three months after the start of the fiscal year; and
WHEREAS: Wisconsin school district enrollment/membership used in the fiscal year for budgeting are determined over two months after the start of the fiscal year; and
WHEREAS: Wisconsin's equalization aid used in the fiscal year for budgeting are determined three and a half months after the start of the fiscal year; and
WHEREAS: Wisconsin school district revenue limits are subject to revision throughout the fiscal year; and
WHEREAS: staffing levels and teacher contracts must be determined before the start of the school year in order to properly plan classroom assignments; and
WHEREAS: the financial commitments made by school districts precede the determination of resources; and
WHEREAS: Wisconsin school districts have few financial alternatives;
THEREFORE BE IT RESOLVED: that Wisconsin State law be amended to provide that revenue limit determination be finalized prior to the start of the fiscal year by using the previous year's data as the basis for financial determinations.

RATIONALE: Changing the timeline for the budget process by using the preceding years' data will allow for the budget to be completed by July 1 of the year the budget is to be implemented, thereby eliminating the need to make budget modifications once the school year has begun. This will enhance education in all of Wisconsin's school districts by greatly improving financial management, personnel allocation and annual planning.

☒ Checking the box (at left) confirms that this submitted resolution was duly approved by the School Board.

☐ Checking the box (at left) and typing in the name of the board president (below) confirms that the board president signed this resolution.

Board President: John Winkelmann

Date of Approved Resolution: September 9, 2014



2015 WASB DELEGATE ASSEMBLY

Date: September 11, 2014

Subject of Resolution: Special Education Students Who Have Gone Through The Expulsion Process

Submitted by the School Board of: School District of Beloit

RESOLUTION: WHEREAS: Federal mandate requires uninterrupted instructional and related services to students with special educational needs including transportation to and from school as well as per individual education programs plan, even if a child has gone through the expulsion process; and
WHEREAS: this mandate is partially funded with federal and state dollars; and
WHEREAS: the cost to provide special education services is more than twice the amount spent per regular education students; and
WHEREAS: special education enrollment has increased in the district, jeopardizing the budget allotment needed to adequately educate and serve the majority regular education population;
THEREFORE BE IT RESOLVED: that the State of Wisconsin and Federal Government fully fund or significantly increase funding for this mandate and allow districts to assess students who are expelled more than once for the cost of transportation.

RATIONALE: Students with special needs who have gone through the expulsion process are protected by state and federal law regardless of the severity of infraction leading to the expulsion process. Students who have gone through the expulsion process receive instruction at an alternative site requiring transportation to access their special education/instructional services. Because students who have gone through the expulsion process are not able to ride the school bus, costly alternative modes of transportation are necessary to continue to provide a Free and Appropriate Public Education. This extra cost for alternative modes of transportation puts an undue burden on the school district which is experiencing significant budget cuts. The increased number of students being identified with an Emotional Disability demonstrating significant behaviors that often end up in the expulsion process, increases the cost of instructional and transportation services.

☒ Checking the box (at left) confirms that this submitted resolution was duly approved by the School Board.

☐ Checking the box (at left) and typing in the name of the board president (below) confirms that the board president signed this resolution.

Board President: John Winkelmann

Date of Approved Resolution: September 9, 2014



2015 WASB DELEGATE ASSEMBLY

Date: September 11, 2014

Subject of Resolution: WIAA Contests

Submitted by the School Board of: School District of Beloit

RESOLUTION: WHEREAS: Some students participate in after school sports, and
WHEREAS: After school sports programs begin practices in early August, and
WHEREAS: The Department of Public Instruction has set September 1st as the start of the academic year, and
WHEREAS: WIAA has scheduled contests prior to the start of school,
THEREFORE BE IT RESOLVED: that the Wisconsin Association of School Boards should appeal to the WIAA to not begin practice before the week of August 15th.

RATIONALE: The Department of Public Instruction changed the starting date to September 1st to allow students and businesses additional time during the summer months to earn money. In order to not discriminate against students with financial hardships and allow them time to join a sporting team.

☒ Checking the box (at left) confirms that this submitted resolution was duly approved by the School Board.

☐ Checking the box (at left) and typing in the name of the board president (below) confirms that the board president signed this resolution.

Board President: John Winkelmann

Date of Approved Resolution: September 9, 2014



School District of Beloit Board of Education Report

August 25, 2015

I. BASIC INFORMATION

Topic or Concern: HSA (Health Savings Account) Impacts on the Operation of the Employee Wellness Clinic and Beloit Health System Contract Proposal

Which strategy in the Strategic Plan does this support? Strategy 1, Finance and Facilities

Your Name and Title: Todd Cabelka, Exec. Director of Personnel Services
Jason Dotson, VP, Beloit Health Services

Others assisting you in the presentation: Cindy McKillips, Coordinator of District Health Benefits,
Mr. Jeff Klett, TRICOR, District Benefits Consultant

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To provide information at Board request regarding the impacts of the District's conversion to HSA accounts on benefits provided to employees at our Wellness Clinic. Additionally, to approve the BHS proposed modifications to the existing Employee Wellness Clinic Agreement.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

The School District of Beloit's Employee Wellness Clinic has provided preventative care as well as acute/chronic care for employees, early retirees and their family members over age twelve since January, 2012. Through a partnership with Beloit Health System the clinic has provided many positive benefits for the employees of the District. Early morning and late evening clinic hours allow employees to visit the clinic before and after school and during their prep time. Most office visits are less than twenty minutes long which has allowed our professional educators to remain in their classroom teaching students.

In the past, services at the clinic have been provided at no cost to the employee or family member. Effective September 1, 2015, our employees will have a Health Savings Account (HSA) in conjunction with a High Deductible Health Plan (HDHP). The IRS has regulatory authority over HSA accounts. IRS regulations state persons with an HSA may not have services provided free or at less than fair market value. The only exception to this rule is for wellness/preventative care.

The District has worked with Beloit Health Systems to address this issue for our employees using the Wellness Clinic. All pre-employment physicals, workers compensation injuries and preventative care visits will still be provided at no cost to our employees. Employees who visit the clinic for acute/chronic care visits will have their claim submitted to the District's insurance. The claim will be applied to their deductible or processed and paid by the insurance plan if their deductible has been satisfied. Beloit Health System has agreed to provide an additional five percent discount to claims processed through the Wellness Clinic. Beloit Health System will continue to waive office co-pays and urgent care co-pays for our employees after the deductible is satisfied at all Beloit Health System clinics. Though not yet available at the time of this report, the Beloit Health System will be providing information regarding the projected financial impacts on our employees at the August 25, 2015, Board meeting.

Due to these circumstances, the Beloit Health System has agreed to lower our contracted service payment from \$22,309.87 to \$16,700.00 per month (see attached proposal). This will be a savings of \$70,000 annually for the District. Both the District and Health System will cooperate in informing employees and early retirees about these changes through print and electronic media.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Cost Savings to the District of \$70,000 annually

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The administration recommends that the Board of Education approve the proposed modifications to the Employee Wellness Clinic Agreement.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: N/A

Long Term Committed Funds?

BUDGET LOCATION: N/A

FISCAL IMPACT: \$70,000 in projected savings to the District

August 18, 2015

Dr. Tom Johnson
Superintendent of Schools
School District of Beloit
Kolak Education Center
1633 Keeler Avenue
Beloit, WI 53511

Janelle Marotz, CPA, SFO, CSRM
Executive Director of Business Services
School District of Beloit
1633 Keeler Avenue
Beloit, WI 53511

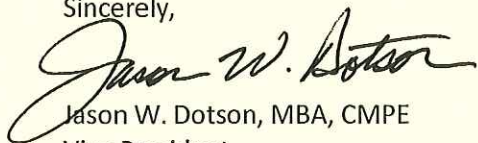
Dear Tom and Janelle,

On behalf of Beloit Health System, I would like to provide the following information regarding the Employee Wellness Clinic Agreement between Beloit Health System, Inc. and the School District of Beloit (SDB). Pursuant to the SDB's recent health plan change and subsequent legal opinion from the SDB's attorney, we are proposing to save the SDB \$70,000.00 per year. Specifically, we propose billing the employees of the SDB seen at Wellness Clinic located at 1430 Fourth Street in Beloit for general health needs (non-preventative care) only, offering an additional 5% discount off of charges and waiving the co-payments once the employee's deductible has been met.

The specific savings for the District comes in the form of the current monthly payment in our current agreement ending June 30, 2016 for the Operations Fee. We are proposing that we would decrease the operating fee from \$22,309.87 per month to \$16,475 per month.

This proposal means that Beloit Health System will take the risk for the general health visits and the Beloit School District would have none. Therefore, we would like the option to evaluate the financial situation of the clinic in January of 2016, with the option to extend the agreement at the end of June 30, 2016 for another three year term. Please feel free to contact me at 608-364-1477 with any questions regarding this matter.

Sincerely,



Jason W. Dotson, MBA, CMPE
Vice President

cc: Timothy M. McKeveitt, Beloit Health System, Inc. President & CEO
Cindy Groves, Beloit Health System, Inc., Director
Shannon Scharmer, SDB School Board President

At-Home Healthcare
1904 E. Huebbe Parkway
Beloit, WI • (608) 363-5885

Beloit Clinic
1905 E. Huebbe Parkway
Beloit, WI • (608) 364-2200

Clinton Clinic
307 Ogden Avenue
Clinton, WI • (608) 676-2206

Darien Clinic
300 N. Walworth Street
Darien, WI • (262) 882-1151

Janesville Clinic
1321 Creston Park
Janesville, WI • (608) 757-1217

NorthPointe Health & Wellness Campus
5605 E. Rockton Road
Roscoe, IL • (815) 525-4000

NorthPointe Terrace
5601 E. Rockton Road
Roscoe, IL • (815) 525-4800

Occupational Health Sports & Family Medicine Center
1650 Lee Lane
Beloit, WI • (608) 362-0211

Riverside Terrace
3055 S. Riverside Dr.
Beloit, WI • (608) 365-7222

West Side Clinic
1735 Madison Road
Beloit, WI • (608) 363-7510



NOTICE OF MEETING

**SCHOOL DISTRICT OF BELOIT
BOARD OF EDUCATION
POLICY & PERSONNEL COMMITTEE**


Date: Tuesday, August 25, 2015

Time: 6:45 p.m. or Immediately Following the Special Board Meeting, Whichever is Later

Location: KOLAK EDUCATION CENTER
Room 106, Superintendent's Office
1633 Keeler Avenue
Beloit, WI 53511

Committee Members: Nora Gard, Chair; Dennis Baskin and John Winkelmann

AGENDA

1. Call to Order
2. Approval of Agenda
3. Personnel Recommendations (5 minutes)
  Personnel Actions – Exhibit A
4. Future Items for Discussion
5. Adjournment

It is anticipated that other Board members may attend this committee meeting.

Posted: August 21, 2015



**School District of Beloit
Policy & Personnel
Committee Report**

August 25, 2015

I. BASIC INFORMATION

Topic or Concern: Personnel Actions – Exhibit A – August 25, 2015

Which strategy in the Strategic Plan does this support? The employment of these personnel will be meeting all strategies within the strategic plan. The actual strategy will vary by position.

Your Name and Title: Todd Cabelka, Executive Director of Personnel

Others assisting you in the presentation: Thomas Johnson, Superintendent

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Policy and Personnel Committee?

Personnel recommendations

B. What information must the Policy and Personnel Committee have to understand the topic/concern and provide any requested action?

Information to support legal action as required by Wisconsin Statutes/

C. If you are seeking Policy and Personnel Committee action, what is the rationale for your recommendation?

Comply with legal requirements and Wisconsin Statutes.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Policy and Personnel Committee consideration and a fiscal note.)

Employment to meet needs of district to ensure quality education to all students within the district's budgetary guidelines.

MOTION:

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: existing budgets

Long Term Committed Funds? Yes No If yes, # of years _____.

BUDGET LOCATION: As indicated on sheet.

FISCAL IMPACT: As indicated on sheet.

Personnel Recommendation Report page 1

8.25.15

August, 2015

Name	Location	Position	Effective Date	FTE	Notes	Salary
NEW EMPLOYMENT						
Administrators						
Anthony Bonds	Kolak	Asst Superintendent - Curriculum/Instruction/Technology	tbd	100%		(based on tbd 124,000)
Professional Educators						
Anthony Braun	Hackett	Grade 1	8/25/2015	100%		35,812
Katherine Brossard	Gaston	Kindergarten	8/25/2015	100%	one-year only - license status	35,812
Lindsay Gagnon	Memorial	Art	8/25/2015	100%		42,842
Morgan Hamilton	Aldrich	Grade 6 (Math/Science)	8/25/2015	100%		35,406
Elena Henry	Fruzen	Special Ed	8/25/2015	100%	one-year only - license status	35,406
Samantha Hoppe	Memorial	Social Studies	8/25/2015	100%		35,406
Darla Jacobson	Fruzen	Grade 6	8/25/2015	100%		66,526
Logan Mathews	Cunningham	Grade 7 (Math)	8/25/2015	100%		35,406
Reynaldo Ochoa Jr	Fruzen	Special Ed	8/25/2015	100%	possible one-year - license status (needs to obtain WI license)	51,060
Kathleen Peterson	District (west side elementary)	School Nurse	8/25/2015	100%		49,030
Tracy Presley	Fruzen	Special Ed	8/25/2015	100%	returning employee (aka Tracy Amin)	49,436
Dawn Raufman	Aldrich/District	Reading - Private School Reading	8/25/2015	75%	one-year only - Title I funding	(based on 37,686 50,248)
Catherine Smullen	Cunningham	Art	8/25/2015	100%	one-year only - license status for hired position	51,060
Rebecca Tollefson	Todd	Grade 1	8/25/2015	100%		35,406
Heidi Weisensel	McNeel	Special Ed	8/25/2015	100%	one-year only - limited placement	40,406
Steven Zartman	Aldrich	Grade 7/8 - Math/Science	8/25/2015	100%		37,436
Other Professional Support						
Daniel Lansing	Cunningham	Permanent Building Sub Teacher	8/28/2015	100%		110.00 per day
Support Staff						
Adriana Castellanos	McNeel	ESL Para	8/25/2015	100%		11.74 per hour
Brittany Huffman	District - McNeel	Health Room Assistant	8/25/2015	100%		13.11 per hour
Kiriat Vivas	Todd	Special Ed Para	8/28/2015	100%		11.74 per hour
Rehired - was on one-year in 2014-2015						
Professional Educators						
Patricia Papazoglou	Memorial	Family & Consumer Ed	8/25/2015	100%	one-year only - license status	51,466
Leah Rosenthal	Robinson	Grade 2	8/25/2015	50%	was on one-year - rehired for another one-year - limited term assignment	(based on 32,248 64,496)

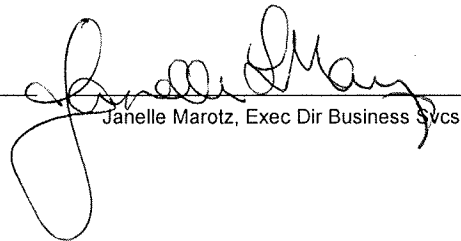
Personnel Recommendation Report page 2

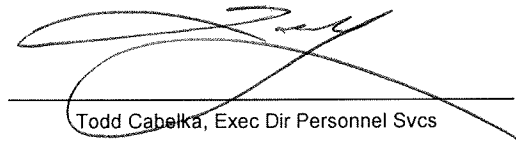
8.25.15

August, 2015

Name	Location	Position	Effective Date	FTE	Notes	Salary
ADMINISTRATIVE ADDENDUM						
Carol Campbell	District	Principal Leadership Specialist	2015-2106	20%	addendum contract	10,000
Carol Fox	District	Principal Leadership Specialist	2015-2106	20%	addendum contract	10,000
Sue Green	District	Principal Leadership Specialist	2015-2016	20%	addendum contract	10,000
Pamela Kiefert	District	Principal Leadership Specialist	2015-2016	20%	addendum contract	10,000
RETIREMENTS / RESIGNATIONS / LAYOFFS						Years of Service
Professional Educators						
Kimberly Carter	Fruzen	Art	6/12/15 (8/18/15)	100%	resignation - other employment	1 year
Winter Cason	Memorial	Special Ed	6/12/15 (8/4/15)	100%	resignation - relocation	3 years
Vickie Condon	Cunningham	Art	6/12/15 (8/13/15)	100%	resignation - other	13 years
Sherry Cook	Memorial	Special Ed	6/12/15 (8/18/15)	100%	resignation - other employment	6 years
Edward Gavigan	Fruzen	Grade 7 (Social Studies)	6/12/15 (8/20/15)	100%	retirement	11 years
Tamuriel Grace	Memorial	School Counselor	6/12/15 (8/19/12)	100%	resignation - other	8 years
Rachel Hansen	Aldrich	Core 7	6/12/15 (8/4/15)	100%	resignation - other employment	3 years
Janet Lobdell	District	Behavior Specialist	6/12/15 (8/17/15)	100%	resignation - other employment - grant year	1 year
Lesley Nason	Cunningham/McNe	ESL	6/12/15 (8/14/15)	100%	resignation - other employment	3 years
Lindsay Passwaters	Cunningham	Grade 6	6/12/15 (8/19/15)	100%	resignation - other employment	7 years
Meghan Valentine	Cunningham	Grade 5	6/12/15 (8/13/15)	100%	resignation - other employment	9 years
Support Staff						
Kelly Berg	Hackett	Special Ed Para	6/11/12 (8/19/15)	100%	resignation from contractual employment	1 year
Janice Smith	Gaston	Special Ed EC Para	6/11/15 (8/13/15)	50%	retirement	17 years

Thomas Johnson, Superintendent


Janelle Marotz, Exec Dir Business Svcs


Todd Cabelka, Exec Dir Personnel Svcs



AGENDA – BOARD OF EDUCATION

BUSINESS MEETING

Tuesday, August 25, 2015 - 7:00 p.m.
Kolak Education Center • The Roosevelt Building - Board Room
1633 Keeler Avenue
Beloit, WI 53511

- I. CALL TO ORDER BY THE PRESIDENT
- II. APPROVAL OF AGENDA
- III. PLEDGE OF ALLEGIANCE
- IV. ANNOUNCEMENTS/RECOGNITIONS
 - A. Announcements
 - B. Recognitions
 - 1. Recognition of Ad Hoc Student Nutrition Committee
 - 2. Recognition of PBIS/Rtl Award Winning Schools
 - C. Citizens or Delegations – Areas of Interest Not Included on Agenda. **Citizens may speak on business/action items as these items are called by the Board President.**
- V. SUPERINTENDENT'S REPORTS TO THE BOARD
 - A. Multi-Hazard Emergency Planning for Institutes of Education (J. Reseburg)
- VI. REPORTS TO THE BOARD
 - A. Committee Reports
 - 1. Finance/Transportation and Property Committee
 - a) Minutes of August 11, 2015 Meeting
 - 2. Curriculum & Instruction
 - a) Minutes of August 11, 2015 Meeting
 - 3. Policy & Personnel
 - a) Minutes of July 28, 2015 Special Meeting
 - b) Minutes of August 11, 2015 Meeting
- VII. CONSENT LIST

Please note that all items listed with an (*) will be enacted by in one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the general order of business and considered in their normal sequence on the agenda.
- VIII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS:
 - A. *Special Board Meeting, July 28, 2015
 - B. *Board Business Meeting, July 28, 2015
 - C. *Special Board Meeting, August 4, 2015
 - D. *Special Board Meeting, August 11, 2015

IX. BUSINESS/ACTION ITEMS

- A. *Approval of June Financial Summary
- B. Adult Meal Prices Update
- C. Second Step Curriculum Upgrade
- D. Identification of Academic Standards
- E. Policy 133 RULE 1 Board Appointment Procedures (First Reading)
- F. Policy 470 Student Fees, Fines & Charges and 470 RULE 1 Guidelines Regarding Student Fees, Fines & Charges (First Reading)
- G. Policy 343.6 Intermediate School Students Enrolled in High School Courses (Second Reading)
- H. Personnel Recommendations
 - 1. Personnel Recommendations (Exhibit A) General Employment

X. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Announcement of future Board Meeting dates
 - 1. Committee Meetings: September 8
 - a) Finance, Transportation & Property
 - b) Curriculum & Instruction
 - c) Policy & Personnel
 - 2. Business Meeting: September 22

XI. ADJOURNMENT

Shannon Scharmer, President
Dr. Tom Johnson, Superintendent

You can watch this meeting live on Charter PEG channel 96 or digital channel 991. Meetings are rebroadcast throughout the month on Mondays and Wednesdays at 7:00 p.m. and everyday at 8:00 a.m. and 1:00 p.m. You can also watch the rebroadcast at your convenience on our Board of Education website:
<https://ws3.sdb.k12.wi.us/sites/SchoolBoard/default.aspx>.