



**School District of Beloit**

## **BOARD OF EDUCATION PURPLE PACKET – May 18, 2018**

1. Events List
2. Notice of Meeting
  - Special Board Meeting, Tuesday, May 22, 2018, 5:00 p.m., Superintendent's Office, Room 106
  - Board Business Meeting, Tuesday, May 22, 2018, 7:00 p.m., Board Room

### **NOTES/UNDER SEPARATE COVER**

- Links to school newsletters can be found on the Board of Education website on the lower right hand side.

### **FUTURE BOARD MEETINGS**

Special Board Meeting, Tuesday, June 12, 2018, TBD, Superintendent's Office, Room 106

## UPCOMING EVENTS

Date/Time	School	Event
May 18 – 20	McNeel Intermediate School	<p>Bedtime Stories (as told by our dad)</p> <p>McNeel Intermediate CLC program students are proud to present this special production. Performances are May 18 and 19 at 7 p.m. and May 20 at 2 p.m. Admission is free but seating is limited to the first 250 at each show. Contact Rosa Najera at <a href="mailto:rnajera@sdb.k12.wi.us">rnajera@sdb.k12.wi.us</a></p>
May 20 7 p.m.	Beloit Memorial High School	<p>Orchestra Concert featuring Ancora Quartet</p> <p>The Ancora Quartet, a professional quartet from Madison, will be joining with BMHS Orchestras. The concert will feature the <i>Fantasia on a Theme by Thomas Tallis</i>, performed by the Ancora Quartet with the BMHS Symphony and String Ensemble. Ancora will also perform a piece with only their quartet and one quintet, inviting a high school violist to join them. The concert will also feature Brandenburg Concerto No. 3 performed by the BMHS Chamber Orchestra. Contact Hannah Kilipiak at <a href="mailto:hfilipiak@sdb.k12.wi.us">hfilipiak@sdb.k12.wi.us</a> or 608-361-3307</p>
May 22 - 23	School District of Beloit	<p>76th Annual Intermediate Track Meet</p> <p>May 22 (McNeel vs. Fruzen) and May 23 (Aldrich vs. Cunningham). The track meet is for 4<sup>th</sup> and 5<sup>th</sup> grade students and will take place at Beloit Memorial High School. Contact: Jackie Jeffers at <a href="mailto:jjeffers@sdb.k12.wi.us">jjeffers@sdb.k12.wi.us</a></p>
May 24	Fruzen Intermediate School	<p>Jog-a-thon</p> <p>Fruzen will be holding a Jog-a-thon on May 24 throughout the day! All Fruzen Falcons should register to participate for this fun and easy school fundraiser. Pledge packets were recently sent home with students. There are great rewards students can earn for supporting our school! Register <a href="http://www.thegetmovincrew.com">TODAY</a> simply <a href="#">register</a> or <a href="#">login</a> at <a href="http://www.thegetmovincrew.com">www.thegetmovincrew.com</a></p> <p>Contact Susan Rifenberry at <a href="mailto:srifenbe@sdb.k12.wi.us">srifenbe@sdb.k12.wi.us</a></p>
May 24 5 – 7 p.m.	School District of Beloit	<p>2018 Retirement Reception</p> <p>Join us to celebrate our 2018 retirees. The event will take place from 5 – 7 p.m. on May 24 at the Ironworks Hotel. The event is open to the public.</p>

## UPCOMING EVENTS

<b>June 2</b> <b>11 a.m. – 3 p.m.</b>	<b>Todd Elementary School</b>	<b>School Carnival</b> The event will be held rain or shine. The annual school carnival features fun games, raffle baskets and lots of fun for the entire family. Contact Linda Streigel at <a href="mailto:streigel@sdb.k12.wi.us">streigel@sdb.k12.wi.us</a>
<b>June 5</b>	<b>Fruzen Intermediate School</b>	<b>Field Day</b> Join us for a fun way for the students and staff to end the year. In addition to lots of games and activities, there will be a dunk tank where students can dunk some of their favorite teachers. Contact Susan Rifenberry at <a href="mailto:srifenbe@sdb.k12.wi.us">srifenbe@sdb.k12.wi.us</a>
<b>June 6</b> <b>9:30 a.m.</b>	<b>Fruzen Intermediate School</b>	<b>End of year assembly</b>
<b>June 9</b> <b>10 a.m.</b>	<b>Beloit Memorial High School</b>	<b>Annual Commencement Ceremony</b> The class of 2018 will graduate at 10 a.m. on June 9, 2018 in the Jacobson Field. Rain location will be the Barkin Arena.
<b>June 13</b> <b>11 – 1 p.m.</b>	<b>School District of Beloit</b>	<b>Summer Food Program Kick-Off Event</b> With summer right around the corner, it's time to think about keeping children healthy while school is out. The School District of Beloit has partnered with the U.S. Department of Agriculture to provide free meals to children during the summer. There are no income requirements and any child 18 and under may come to eat.  There will be a kick-off event on Wednesday, June 13 from 11 a.m. – 1 p.m. at Beloit Memorial High School. There will be booths featuring our community partners, activities for the family, entertainment, raffle give-a-ways and FREE lunch.  This summer, meals will be served at nearly twenty locations throughout the community. Schedules may vary at different locations. For a complete list, visit <a href="http://summerfoodbeloit.org">summerfoodbeloit.org</a> . For more information, contact Jenny Miller at 608-361-4007.
<b>June 18</b>	<b>School District of Beloit</b>	<b>First Day of Summer School</b> See <a href="http://www.BeloitSchools.net/SummerSchool">www.BeloitSchools.net/SummerSchool</a> for more information



# NOTICE OF MEETING

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

**Date:** Tuesday, May 22, 2018  
**Time:** 5:00 p.m.  
**Location:** KOLAK EDUCATION CENTER  
Room 106 Superintendent's Conference Room  
1633 Keeler Avenue, Beloit, WI 53511

***VISION: To be a school district of choice in the stateline community.***

### AGENDA

1. Call to Order
2. Approval of Agenda
3. Leadership & Governance Development Initial Presentations – Information Only (15 minutes)
4. Students - *Build a school system of choice by improving student performance in a safe and diverse school atmosphere.*
  - 4.1. Ad Hoc Academic Achievement Recommendation (15 minutes)
5. Staff - *Enhance the work environment so employees feel a sense of worth and value, encouraging others to join the district.*
  - 5.1. Initial Staffing Request for 2018-2019 (15 minutes)
  - 5.2. Compensation Plan Parameters (15 minutes)
  - 5.3. AVID/Academy Coordinator Job Description (10 minutes)
  - 5.4. Personnel Recommendations\* (10 minutes)  
\*A motion **MAY** be made and a vote taken to convene the Board of Education into Closed Session pursuant to Section 19.85 (1)(c) of the Wisconsin Statutes for the purpose of considering the employment, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises.
6. The Board of Education may convene to Public Session in order to take any action, if necessary, on items discussed in closed session.
7. Fiscal - *Monitor taxpayer investments wisely to protect and provide resources to the schools to deliver a quality education while playing an important role in economic development.*
  - 7.1. Insurance Renewals (10 minutes)
  - 7.2. WASB School Safety Seminar and Summer Leadership Institute (10 minutes)
8. Infrastructure - *Improve and maintain district facilities to provide quality instructional spaces and safe environments that add value to the community as a whole.*
9. Communication - *Leverage strategic communication tools to build and enhance relationships with all stakeholder groups, increase our presence in the community, and share our stories.*
  - 9.1. Joint Review Board Appointment (5 minutes)
  - 9.2. Appoint Committee Members to Board Committees (30 minutes)
10. Future Items for Discussion
11. Adjournment

Posted: May 18, 2018



# School District of Beloit Board of Education Report

May 22, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Academic Achievement Ad Hoc Committee Recommendations

**Which area(s) of the Strategic Plan does this support?** Students, Staff, Fiscal,  
Communication

**Your Name and Title:** Anthony Bonds, Assistant Superintendent, Teaching, Learning, and  
Innovation

**Others assisting you in the presentation:** Ad Hoc Academic Achievement Committee  
Members

**My report is for:** Action

## *II. TOPICAL INFORMATION*

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

The ad hoc committee has been working for a year and through its work and research has developed several recommendations along the way for district implementation.

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

Please see the attached recommendations that have been prepared for action.

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

The ad hoc committee has provided research based information, recommendations and rationales on the attached recommendation forms along with best practices where applicable. The request is for the full Board of Education to consider each recommendation for acceptance.

### **D. What are your conclusions?**

The ad hoc committee putting forth the last of its recommendations for full Board consideration.

**MOTION:** The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education a new structured teacher mentoring.

The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education the development and implementation of Site Level Teams at each building.

The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education the formation of a district committee with stakeholders including teachers, administrators, support staff, police, community members, and parents to analyze and make recommendation to the school board specifically addressing student behavioral issues.

The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education for the assessment of the intermediate school model using an external evaluator.

The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education the addition of 2 FTE math coaches for the 18-19 school year and additional FTE math interventionists over the next 4 years until parity is achieved between math and reading.

**I propose using** placement on the Budget Priority list

**Long Term Committed Funds?** Yes New Teacher Mentoring will have a fiscal impact; additional FTE Math Coaches and interventionists, indefinite. Evaluator will not be a long term commitment and site level teams will have very little, if any cost. The committee formation to address student behavioral issues would as well have little to no cost.

**BUDGET LOCATION:** 805 Teaching Learning and Innovation, District Salaries,

**FISCAL IMPACT:** Final fiscal impact will be detailed during the budgeting process.

## Ad Hoc Recommendation Form

Ad Hoc Subcommittee: Leadership and Instructional Capacity

Subcommittee Members: Heidi Andre, Bill Flanagan, Barb Hickman, Rey Ochoa

Date: 4/23/18

### Introduction:

The Leadership and Instructional Capacity committee was charged with researching how the achievement gap could be addressed through the leadership of principals and teachers. The committee made the determination that a confidential survey sent to all teachers would be the best source of information for current concerns of the instructional staff. Consequently an eleven question survey was compiled and distributed to all teachers on Survey Monkey on March 19, 2018. Teachers were allowed to respond until April 13, 2018. Of the 540 staff members who received the survey, 209 responded which is a response rate of 39% and a reliable sample. Teachers were also given the opportunity to insert comments for any and all questions. Data was collected as to the career length, teaching level and subjects taught of each respondent.

Based on this information, our committee makes the following three recommendations for your consideration and action.

Please see the survey responses attached to this document which provide the statistical response to the eleven questions and comments in their entirety. Additionally, we asked teachers for their input on a variety of topics including teacher recruitment and retention, policy creation, and teacher and district improvement. Any information that might identify the respondent or district staff was redacted.

Strategy # 1	Structured New Teacher Mentoring
Rationale	<p><b>(Why is this necessary? What are the benefits?) (Is it connected to the district's strategic plan?)</b></p> <p>Our teacher survey results indicate that teachers feel a lack of support, especially in their first years in the School District of Beloit. There used to be a vibrant mentoring program that was well received. Comments from the teacher survey indicated an overwhelming desire reintroduction the mentoring program. This recommendation came from both novice teachers and teachers with many years of experience.</p> <p>The mentoring program should be inclusive of any new teacher. Teachers who are just beginning their careers need support in learning strategies to create a successful learning environment in their classroom.</p> <p>Teachers that come to us with many years of experience still need to become familiar with our district policies and the uniqueness of our student population and could benefit from a modified mentoring program.</p>
Background and	<b>(What did the research suggest? What are the models of</b>

Research	<p><b>success?)(Add the sources or websites)</b></p> <p>Research demonstrates that the mentoring of new teachers/employees in most fields and organizations helps new teachers/employees learn how best to teach/perform their duties in the most positive and productive way so long as the mentor is a well-known, respected and successful teacher/employee. It is suggested that a district administrator be trained to oversee a mentoring program similar to the program previously administered by the District. A first step to implementing this program would be to evaluate the mentoring program that was utilized by our district years ago. Many teachers in the survey felt that this was an effective model.</p>
Timeline	<p><b>(How long will it take to implement?)</b></p> <p>This is an urgent matter and needs to be in place for the 2018-19 school year.</p>
Financial Impact	<p><b>(How much will it cost? What are the sources of funding, district funds, grant funds, or donation? Is this an ongoing expense? Will this add staff?)</b></p> <p>Monies would be necessary for the training and stipend for the district facilitator. Or, possibly the reassignment of duties for a current district administrator could oversee the mentoring program. Costs of substitutes for mentors and mentees to meet on a regular basis will also need to be provided. Clearly, the cost will depend on the number of new employees each school year.</p>

Strategy #2	Development and Implementation of Site Level Teams at each building.
Rationale	<p><b>(Why is this necessary? What are the benefits?) (Is it connected to the district's strategic plan?)</b></p> <p>A careful review of the comments provided by teachers who completed our survey indicate their desire to have a greater voice and input in the District and in their schools. For a variety of reasons, some internal and some external, teachers feel they have lost their voice and influence in how best to educate their students. This is especially frustrating when teachers are the ones targeted for negative community feedback yet are expected to be professional educators solely responsible for the learning outcomes. To improve District and individual school morale, our recommendation is for each school to establish a Site Level Team that will make it possible for teachers and other stakeholders to have a voice in the direction and decision making of individual schools. We recommend that each Site Level Team include representation from teaching staff, the custodial staff, support staff,</p>



	parents, and administration.
Background and Research	<p><b>(What did the research suggest? What are the models of success?)(Add the sources or websites)</b></p> <p>Once again, similar to the Mentoring Program mentioned in Recommendation 1, there is a successful history of District supported, individual school Site Level Teams in the not-too distant past. By re establishing Site Level Teams, the District's professional educators will once again have greater ownership and voice in developing solutions to problems and strategies for improving the academic achievement of students in their schools in close cooperation with other stakeholders. Our recommendation to improve academic achievement and staff morale, is to reinstate Site Level Teams where issues can be vetted and solutions developed by team members.</p>
Timeline	<p><b>(How long will it take to implement?)</b></p> <p>Build the structure to be implemented for the fall of 2018.</p>
Financial Impact	<p><b>(How much will it cost? What are the sources of funding, district funds, grant funds, or donation? Is this an ongoing expense? Will this add staff?)</b></p> <p>There is no cost to this recommendation. However, if teachers participate on their school Site Level team we suggest that they can use this time to satisfy the District's requirements for additional hours of obligation.</p>

Strategy #3	<p>We <u>strongly</u> recommend the formation of a district committee with stakeholders including teachers, administrators, support staff, police, community members and parents to analyze and make recommendation to the school board specifically addressing student behavioral issues.</p>
Rationale	<p><b>(Why is this necessary? What are the benefits?) (Is it connected to the district's strategic plan?)</b></p> <p>Perhaps no other issue garnered as many comments from our teacher survey as the issue of student behavior which clearly is having a negative impact on teacher morale, effectiveness and student's academic achievement. Teacher's report too much time is being spent on the negative behavior of some to the detriment of students who want to learn.</p> <p>A review of the comments provided by nearly a 40% of the District's teachers indicate the serious frustration of teachers who spend significant amounts of time on student behavior rather than teaching as well as their frustration with the amount of time their principals must spend on behavior issues. The problem is further</p>

	<p>exacerbated, according to survey comments, when teachers/principals are not backed up by central administration. Comments suggested this problem is a factor in their decision to retire or seek employment elsewhere.</p>
Background and Research	<p><b>(What did the research suggest? What are the models of success?)(Add the sources or websites)</b></p> <p>This issue is complex and has multiple sources and avenues of effectiveness. The impact of poverty, class, race, trauma, social media, etc. can all be triggers to behavioural dissonance. The research for this issue must be the first task of this committee as they address this compelling and difficult challenge. The research has to be personalized for our community and our schools to have the greatest impact.</p>
Timeline	<p><b>(How long will it take to implement?)</b></p> <p>The committee should be formed as soon as possible. The response from the survey indicates the urgency and centrality of the teachers' concerns. Student Achievement can not change if teachers cannot teach.</p>
Financial Impact	<p><b>(How much will it cost? What are the sources of funding, district funds, grant funds, or donation? Is this an ongoing expense? Will this add staff?)</b></p> <p>Until a deep dive into the research happens, effective solutions and their costs cannot be calculated. But, whatever the costs, this issues, above all others, needs to be addressed.</p>

Question	Strongly Agree/Agree	Neutral	Strongly Disagree/Disagree		Good	Needs Improvement	Supports Recommendation
1. I feel supported by the District in all aspects of my job. (206 responses)	23%	33%	44%			Support	Recommendations #1, #2 and #3
2. The district provides appropriate support and training to help me develop as a teaching professional. (206 responses)	31%	37%	32%				
3. Opportunities are provided during PD to learn more about our students' diverse cultural backgrounds (i.e. Hispanic and African American). (206 responses)	49%	26%	25%		Good PD on cultural awareness		
4. The District provided me as a new teacher with the initial support and training I needed through the mentoring program. (204 responses)	32%	29%	39%			Mentoring	Recommendation #1
5. I feel a sense of pride in being employed as a teacher in the School District of Beloit. (206 responses)	47%	35%	18%		Good		
6. I feel supported by my principal in all aspects of my job. (206 responses)	56%	20%	24%		Good		
7. My principal provides regular feedback and suggestions for how I might improve my teaching. (207 responses)	35%	31%	34%		Fair	Principal is tied up with behavioral issues.	Recommendations #1, #2 and #3
8. The support staff resources in my building make it possible for me to focus on teaching and student learning. (207 responses)	28%	28%	44%			Not getting support because of behavioral issues.	Recommendation #3

Question	Strongly Agree/Agree	Neutral	Strongly Disagree/Disagree		Good	Needs Improvement	Supports Recommendation
9. I have adequate material resources to be a successful teacher. (207 responses)	44%	27%	29%		Good		
10. My building's physical space adequately provides for successful teaching and student learning. (206 responses)	50%	22%	28%		Good		
11. The staff morale is high in my school. (207 responses)	19%	33%	48%			Morale	Recommendation #2

**Ad Hoc Subcommittee: Academic Achievement**

Subcommittee members: Brandye Hereford, Kris Klobucar, Diep Phan, Kendra Schiffman, and Otha Williams, Chris Dray

<b>Strategy</b>	<p><b>Recommendation:</b></p> <p>Our recommendation is to conduct a thorough assessment of the intermediate school model to evaluate whether there has been adequate progress from 4<sup>th</sup> to 8<sup>th</sup> grade in the following areas:</p> <ul style="list-style-type: none"><li>• Academic outcomes (in terms of academic achievement gaps and equitable access to math and reading interventions and advanced learning opportunities)</li><li>• Academic outcomes for students in the DLI program in 4<sup>th</sup> and 5<sup>th</sup> grade (given that these are the first cohorts to complete the DLI program from Kindergarten to 5<sup>th</sup> grade)</li><li>• Successful transitioning from 3<sup>rd</sup> to 4<sup>th</sup> grade and from 5<sup>th</sup> to 6<sup>th</sup> grade</li><li>• Retention of students and teachers</li><li>• Scheduling</li></ul> <p>The assessment should include feedback from principals, teachers, other educational and student services staff, parents, and students. The assessment should be conducted by an outside party that does not have a vested interest in the outcome of the assessment, who will also be perceived as unbiased by those providing feedback. The final report should also be publicly available and accessible.</p>
<b>Rationale</b>	<p>Given that the data on students in intermediate grades shows few intermediate schools consistently meeting expectations (in addition to academic achievement gaps in terms of race, ethnicity, economic background, disability, and language ability), and we have had 3-4 years of experience with the intermediate model (that combines two structures in one (elementary structure of homeroom + specials in 4<sup>th</sup> and 5<sup>th</sup> grade combined with middle-school structure of switching classes throughout the day in 6<sup>th</sup>-8<sup>th</sup>), it is time to assess what is going well and what are continuing challenges to identify patterns across all intermediates as well as important distinctions to build necessary support and consider adjustments.</p>

<b>Background and Research</b>	Because there are no other schools in Wisconsin using this model, we have no comparisons in Wisconsin. This is also why this assessment is so important to establish a baseline in order to assess if the academic goals are being met (in terms of overall academic achievement and reducing academic achievement gaps, or assess what may be hindering success, and whether the intermediate model is sustainable.
<b>Timeline</b>	By the end of the 2018-19 school year.
<b>Financial Impact</b>	Cost of hiring researcher or consultant to conduct the assessment.

#### **Ad Hoc Subcommittee: Academic Achievement**

Subcommittee members: Brandeye Hereford, Kris Klobucar, Diep Phan, Kendra Schiffman, and Otha Williams, Chris Dray

<b>Strategy</b>	<p><b>Recommendation:</b></p> <p><b>Budgetary equivalent</b> for up to 2 additional math coaches (to get it to 5 math coaches total for the district) and full or part time math interventionists in order to reach parity with reading support specialists in terms of 1) funding, 2) staffing, and 3) teacher training in 4 years.</p> <p><b>Request annual report in November</b> to compare funding, staffing and teacher training between literacy and math efforts at district and school levels to ensure progress toward 4 year equity goal.</p> <p><b>Evaluate by conducting pre- and post- survey of teachers and administrators</b> at beginning of 2018-19 academic year (at beginning of implementation of 4 year plan), and 5 years later at end of 2022-23 academic year (a year after full implementation of plan) to evaluate equity of math support compared to literacy support.</p>
<b>Rationale</b>	To reach parity between math and literacy in order to raise math achievement, especially in the intermediate years.
<b>Background and Research</b>	To bring equity between math and literacy efforts in the district in order to close the existing academic achievement gaps.

<b>Timeline</b>	In four years (academic year 2021-2022) according to the following priorities: <ol style="list-style-type: none"><li>1. Utilize current full time certified teaching staff for interventions first.</li><li>2. Use auxiliary part time, trained math interventionists second.</li><li>3. Reflect flexibility for individual school's needs (such as splitting one full time position across 2 schools).</li></ol>
<b>Financial Impact</b>	N/A



# School District of Beloit Board of Education Report

May 22, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Initial Staffing Request for 2018-2019

**Which area(s) of the Strategic Plan does this support?** Staff, Fiscal

**Your Name and Title:** Anthony Bonds, Assistant Superintendent, Teaching, Learning & Innovation

**Others assisting you in the presentation:** Tracey Caradine, Director, Human Resources

**My report is for:** Action

## *II. TOPICAL INFORMATION*

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

Administration is recommending to the Board of Education the approval of staffing levels at the 2017-1018 level and the additional 21.5 requested positions listed below.

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

The approval of the positions today will allow administration the opportunity to post and conduct interviews during the peak hiring season, thus allowing the SDB to attract and hire high quality candidates. Administration is recommending to the Board of Education the approval of staffing levels at the 2017-1018 level and the additional 21.5 FTE requested positions listed below.

#### Urgent Additional Staffing Requests for 18-19:

Need: 1 FTE Courier

Rationale: To establish an in-house (non-vendor) SDB mail and cash delivery service. This position was established when the Board approved the 1 year extension with ABM.

Need: 1 FTE Secretary for Facilities

Rationale: To provide clerical support for Facilities Department.

Need: 7 FTE Special Ed. Paras

Rationale: Legally required to support students with special needs.

Need: 1 FTE BLA Assistant Principal

Rationale: To provide additional administrative support; Board approved

Need: 1 FTE PE Teacher BMHS (permanent)

Rationale: To address student interest and class size.  
(2017-18 has been a one-year only position)

Need: 4 FTE 9th Grade Academy at BMHS

Rationale: To support new programming.



Need: 1 FTE BLA Alternative Ed Teacher

Rationale: To support students with special needs; Board approved.

Need: .5 FTE BLA ELL Teacher increase to 1.0 FTE

Rationale: To support ELL students; Board approved.

Need: 1 FTE AVID/Academy Coordinator

Rationale: To support new programming at BMHS and AVID at Intermediate Schools.

Need: 1 FTE District-wide Behavior Specialist

Rationale: To provide Alcohol and other Drug (AODA) intervention; Students Services Personnel for RCAA; Trauma Sensitive School, PBIS, and Second Step Trainer; PBIS External Coach

Need: 1 FTE Special Education Teacher for Therapeutic Classroom at BMHS

Rationale: To continue current level of programming for high need students coming from intimidate schools.

Need: 1 FTE District-wide Volunteer Coordinator

Rationale: To coordinate community volunteers; Board approved as part of recommendation from the academic achievement gap ad hoc committee.

Need: 1 FTE Site Volunteer Coordinator

Rationale: To assist in the coordination of community volunteers; Board approved as part of recommendation from the academic achievement gap ad hoc committee.

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

The approval of the positions today will allow administration the opportunity to post and conduct interviews during the peak hiring season, thus allowing the SDB to attract and hire high quality candidates.

**D. What are your conclusions?**

Administration is recommending to the Board of Education the approval of staffing levels at the 2017-1018 level and the additional 21.5 requested positions listed.

**MOTION:** Administration is recommending to the Board of Education the approval of staffing levels at the 2017-1018 level and the additional 21.5 requested positions listed.

**I propose using** placement on the Budget Priority list

**Long Term Committed Funds?** Yes, indefinite

**BUDGET LOCATION:** District Salaries

**FISCAL IMPACT:** Salaries for the additional position will increase the general budget for staffing an estimated \$929,000, not including the costs associated with increases in health care.



# School District of Beloit Board of Education Report

May 22, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Compensation Plan Parameters

**Which area(s) of the Strategic Plan does this support?** Staff

**Your Name and Title:** Anthony Bosco

**Others assisting you in the presentation:** Anthony Bonds

**My report is for:** Action

## *II. TOPICAL INFORMATION*

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

The purpose of presenting to the Board of Education is to establish the parameters for Compensation Plan discussions with the Board of Education and the Beloit Education Association. The parameters will include salary data, professional development and recruitment and retention parameters.

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

Under separate cover.

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

Approval to explore compensation plan models and parameters with the BEA pending Board of Education Approval.

### **D. What are your conclusions?**

**MOTION:** The administration recommends that the Board of Education approve the exploration of compensation plan models and parameters with the BEA pending Board of Education approval.

**I propose using** placement on the Budget Priority list

**Long Term Committed Funds?** Yes, indefinite

**BUDGET LOCATION:** 812 Personnel

**FISCAL IMPACT:** TBD



# School District of Beloit Board of Education Report

May 22, 2018

## ***I. BASIC INFORMATION***

**Topic or Concern:** Coordinator for AVID and High School Academies (New Position)

**Which area(s) of the Strategic Plan does this support?** Staff

**Your Name and Title:** Jacqueline Jolly, Director of Teaching, Learning, and Innovation

**Others assisting you in the presentation:** Carole Campbell, Principal, BMHS; Jaymee Thompson, Assistant Principal, BMHS; Sam Hoppe, Site Coordinator, BMHS

**My report is for:** Information

## ***II. TOPICAL INFORMATION***

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

The purpose of presenting this to the Board of Education is for approval to hire a new coordinator to support the AVID Program to grade 8 at Aldrich, Fruzen, McNeel, and Cunningham Intermediate Schools for the 2018-19 school year, as well as support the College Career Academies at the high school.

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

- Teaches skills and behaviors for academic success.
- Provides intensive support with tutorials and strong student/teacher relationships.
- Creates a positive peer group for students.
- Develops a sense of hope for personal achievement gained through hard work and determination.
- AVID's mission is an essential strategy for closing the achievement gap and making college access and success available to all students.

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

- To help reduce the achievement gap, AVID targets "middle achieving students" who are getting Cs and Bs in their courses and tries to "accelerate" their academic development to make it more likely that they will be "career and college ready."
- Typically students who are historically underrepresented in four year colleges and universities. This includes students who are: From low income families; First generation college graduates; Students of color; Students with special circumstances.

### **D. What are your conclusions?**

**MOTION:** The administration recommends that the Board of Education approve the Coordinator for AVID and High School Academies new position for 2018-19.

**I propose using** placement on the Budget Priority list

**Long Term Committed Funds?** Yes. Ongoing.

**BUDGET LOCATION:** 812 Personnel

**FISCAL IMPACT:** \$36,606-\$76,259

## School District of Beloit JOB DESCRIPTION

Position: AVID Site Coordinator / Academy Coach

Supervisor: Director of Curriculum & Instruction

Contract: Full time

### Qualifications

- Demonstrates the personal characteristics of commitment and dedication.
- Demonstrates intercultural competence in working with learners, staff, and families.
- Demonstrates understanding of “academic press”—the requisite levels of college preparatory classes.
- Demonstrates organization and follow-through.
- Demonstrates the philosophy that all students can learn.
- Demonstrates the ability to advocate for underachieving, underserved learners.
- Demonstrates the ability to motivate and counsel learners.
- Demonstrates the ability to promote academic success for underachieving learners.
- Demonstrates understanding of how the school system works in order to get what is needed for the program and the learners.
- Demonstrates the ability to gain the respect of and collaborate with school faculty and parents.
- Demonstrates the ability to work well with and to train tutors, especially in the concept of tutorial groups.
- Experience working with youth and families from different ethnic, cultural, social and economic backgrounds
- Ability to work collaboratively with diverse groups of people.
- Has expert knowledge of and/or the ability and willingness to learn and apply OTM principles, practices, and techniques of program management design, implementation, evaluation and improvement
- Strong experience and skills in coordinating multiple projects and tasks Ability to organize, and prioritize work of self, individuals and teams
- Strong understanding and experience of youth development principles and practices specifically geared toward youth-led programming
- Ability to develop new ideas and systems, while analyzing and improving on old ones
- Ability to develop innovative ways to solve problems including interpersonal conflict
- Strong public speaking skills
- Understanding of Spanish language both written and oral, preferably fluent
- Capable of completing detailed documentation, paperwork and assessment of programming
- Strong knowledge of public school systems, preferably in Napa
- Ability to recognize one’s strengths and weaknesses and engage in ongoing personal, interpersonal and professional development
- Current teaching license.

### Duties and Responsibilities

- Partner with High School AVID **Elective** Site Coordinator in documenting that all AVID essentials are met in order to assure annual certification
- Act as an AVID liaison with the principal, counselor, and other staff members as well as with AVID District Director.
- Co-Lead the building AVID site team in facilitating monthly meetings, focusing on instructional elements of AVID.
- Become an instructional leader, sharing techniques and materials through formal or informal professional development to help staff members across disciplines work with all learners.
- Assist teachers who request help in implementing AVID strategies in their classroom and as part of their instruction.

- Meet monthly with AVID Site Coordinators to collaborate on K-12 AVID alignment and plan district-wide AVID professional development that matches the district improvement plan. Disseminate information from AVID Directors to other teachers.
- Work with AVID **Elective** Site Coordinator to facilitate the planning and scheduling of college field trips, guest speakers, and special programs with other teachers.
- Co-Facilitate campus AVID parent involvement activities.
- Assist with AVID data collection as relates to school-wide implementation.
- Support recruitment of new AVID learners.
- Support organization and maintenance of AVID certification materials.
- Attend scheduled meetings with the District Director.
- Attend AVID trainings as directed by the AVID District Director.
- Establish and direct structures to effectively run programs including program calendars, weekly schedules and major public performances for the High School Career Academy.
- Maintain a system to support student academic achievement for the High School Career Academy.
- Support the Academy Teachers to develop and deliver high-level academic curriculum and an effective tutoring program for youth members in the High School Career Academy.
- Coach high school youth to lead community projects, engage in leadership development activities and reach academic success leading to college and career readiness.
- Develop relationships with parents in order to support each youth's success in the program and school.
- Develop and maintain relationships with key stakeholders and community members.
- Design, implement and participate in public performances, events and activities.
- Collect program evaluation data.
- Participate in OTM all-staff events and meetings.
- Other duties as assigned.

SALARY: \$36,606 - \$76,259

Closing Date: Until filled







# School District of Beloit Board of Education Report

May 22, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Employment Actions - Exhibit A – May 22, 2018

**Which area(s) of the Strategic Plan does this support?** Staff

**Your Name and Title:** Tracey Caradine, Executive Director Human Resources

**Others assisting you in the presentation:** Dr. Darrell Williams, Interim Superintendent

**My report is for:** Action

## *II. TOPICAL INFORMATION*

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

Employment recommendations.

**B. What information must the Board of Education 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 Board of Education action, what is the rationale for your recommendation?**

Comply with legal requirements and Wisconsin Statutes.

**D. What are your conclusions?**

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

**MOTION:** The Policy and Personnel Committee recommends that the Board of Education approve the personnel recommendations – Exhibit A as recommended by the committee.

**I propose using** an existing budget

**Long Term Committed Funds?** Yes, indefinite

**BUDGET LOCATION:** all areas - payroll

**FISCAL IMPACT:** As indicated on report sheet.



EMPLOYEE TRANSFER OF ASSIGNMENT 2018-2019							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
<b>Administrators</b>							
<b>Professional Educators</b>							
Juanita Martinez	Aldrich	Grade 4 DLI	8/23/2018	100%	44,120.00		was at Fruzen Gr 5 DLI
Eric Stibbe	Memorial	English	8/23/2018	100%	43,300.00		permanent placement - was transferred to Memorial for 1-year only
<b>Other Professional Support</b>							
<b>Support Staff</b>							
NEW EMPLOYMENT							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
<b>Administrators</b>							
<b>Professional Educators</b>							
Kenneth Davis	Memorial	Math	8/23/2018	100%	77,080.00		
Adelaida Morales	Fruzen	Grade 5 DLI	8/23/2018	100%	41,659.00		
<b>Other Professional Support</b>							
Stacy Duffy	Memorial	Transition Coordinator	8/23/2018	100%	62,000.00		
<b>Support Staff</b>							
<b>Substitutes</b>							
Mirna Campos	Varies	Sub Para Educator	5/24/2018	Time card	10.78	per hour	
Aisha Wo'se	Varies	Sub Teacher	5/24/2018	Time card	105.00	per day	
Marlo Renfort	Varies	Sub Para Educator	5/24/2018	Time card	10.78	per hour	
<b>After School / Other</b>							
<b>Summer School</b>							
Nicole Barrett	Cunningham	Summer School Para Educator	6/14/2018	Time card	14.49	per hour	
Hector Gonzalez	Cunningham	Summer School Para Educator	6/14/2018	Time card	10.78	per hour	
Donyelle Bridges	Cunningham	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Robert Stinson	Cunningham	Summer School Para Educator	6/14/2018	Time card	10.78	per hour	
Jessica Henvick	Cunningham	Summer School Para Educator	6/14/2018	Time card	10.78	per hour	
Alicia Humphrey	Cunningham	Summer School Para Educator	6/14/2018	Time card	12.85	per hour	
Margaret Leavy	Cunningham	Media Para Educator	6/14/2018	Time card	10.78	per hour	
Timothy Rockhold	Cunningham	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Bonnie Wallin	Cunningham	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Cynthia Laube	Even Start	Even Start Coordinator	6/14/2018	Time card	22.97	per hour	
Cheryl Blay	Even Start	Even Start Para Educator	6/14/2018	Time card	12.37	per hour	
Leila Henning	Even Start	Even Start Para Educator	6/14/2018	Time card	13.19	per hour	
Patti Luevano	Even Start	Even Start Para Educator	6/14/2018	Time card	10.78	per hour	
Lynn Merlet	Even Start	Even Start Para Educator	6/14/2018	Time card	12.37	per hour	

NEW EMPLOYMENT continued							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Summer School continued							
Wilma Ericson	Even Start	Even Start Teacher	6/14/2018	Time card	22.97	per hour	
Deanne Arp	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Brian Denu	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Chemekia Gurley	Fruzen	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Mia Johnson (Hearns)	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Lynn Hernandez	Fruzen	Summer School Para Educator	6/14/2018	Time card	13.74	per hour	
Tracy Presley	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Pirarre Miller	Fruzen	Summer School Para Educator	6/14/2018	Time card	10.78	per hour	
Stephanie Rapach	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Luis Samoyoa	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Natalie Van Sickle	Fruzen	Summer School Para Educator	6/14/2018	Time card	10.78	per hour	
Tim Vedra	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Joan Zomer	Fruzen	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Jackie Baldwin Peterson	Fruzen	Summer School Para Educator	6/14/2018	Time card	13.74	per hour	
Ann Flicek	Gaston	Summer School Para Educator	6/14/2018	Time card	12.37	per hour	
Kenda Roman	Gaston	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Kelsey Horvath	Gaston	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Mercedes Viramontes	Gaston	Summer School Para Educator	6/14/2018	Time card	14.24	per hour	
Jessica Watkins	Gaston	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Sharon Carr	Gaston	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Rebecca Shellenberger	Hackett	Summer School Secretary	6/14/2018	Time card	11.39	per hour	
Patricia Whigham Elliott	Hackett	Summer School Para Educator	6/14/2018	Time card	12.85	Per hour	
Adriana Gonzalez Sanchez	Hackett	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Roberto Sagrero Sosa	Hackett	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Hanna Fleming	Hackett	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Jolene Hall	Hackett	Media Para Educator	6/14/2018	Time card	16.28	per hour	
Devin Huffman	Hackett	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Dulce Sanchez	Hackett	Summer School Para Educator	6/14/2018	Time card	12.84	per hour	
Elizabeth Rodriguez	Hackett	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
LaShawn Schwartz	Hackett	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Gwendolyn Turner	Hackett	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Robert Price	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Fernando Buendia	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Joseph Clothier	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Timothy Duffy	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Polly Franklin	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Kim Glissendorf	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Ashley Houston	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Michelle Kelly	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Joe Oberneder	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Hannah McIntee	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Alison Packard	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Robert Price	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Quitenssence Ragland	Memorial	Summer School Para Educator	6/14/2018	Time card	10.78	per hour	



NEW EMPLOYMENT continued							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Summer School continued							
Alison Rahn	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Shi-Nita Rhea	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Mark Schildt	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
John Shick	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Angela Snow	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Kyle Walker	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Jennifer Wudtke	Memorial	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Vida Bevineau	Merrill	Media Para Educator	6/14/2018	Time card	16.28	per hour	
Dianne Morrison	Merrill	Summer School Secretary	6/14/2018	Time card	11.39	per hour	
Yanelli Castellanos Ruiz	Merrill	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Holly Fisher	Merrill	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Cristal Penz	Merrill	Summer School Para Educator	6/14/2018	Time card	12.85	per hour	
Latrice Merriweather	Merrill	Summer School Para Educator	6/14/2018	Time card	12.85	per hour	
Allyn Jordan	Merrill	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Jacob Traeger	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Amy Greathead	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Terri Gartland	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Nailah Adama	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Kim Lindsey	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Jean Simmons	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Diane Lamia	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Kathy Shultz	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Cory Hagemann	Merrill	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Pam Frost	Robinson	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Lisa Harrell	Robinson	Summer School Para Educator	6/14/2018	Time card	14.99	per hour	
Darla Jacobson	Robinson	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Mandy Kindschi	Robinson	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Rosamaria Laursen	Robinson	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Adelaida Morales	Robinson	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Indi Morris Phillips	Robinson	Media Para Educator	6/14/2018	Time card	16.28	per hour	
Daila Ochoa	Robinson	Summer School Teacher	6/14/2018	Time card	22.97	per hour	
Ana Salazar	Robinson	Summer School Para Educator	6/14/2018	Time card	12.10	per hour	
Coaches/Extra Curricular - Addendums							
Susan Bailey	Memorial	Summer School Principal	6/18/2018	Addendum	1,500.00	June Hours	
Michelle Hendrix-Nora	Cunningham	Summer School Principal	6/18/2018	Addendum	1,833.40	June Hours	
Brandye Hereford	Gaston	Summer School Principal	6/18/2018	Addendum	1,500.00	June Hours	
John Kaminski	Memorial	Summer School Principal	6/18/2018	Addendum	1,500.00	June Hours	
Devon LaRosa	Cunningham	Summer School Principal	6/18/2018	Addendum	916.40	June Hours	
Ryan McReynolds	Hackett	Summer School Principal	6/18/2018	Addendum	600.00	June Hours	
Betsy Schroeder	Merrill	Summer School Principal	6/18/2018	Addendum	600.00	June Hours	
Otha Williams	Fruzen	Summer School Principal	6/18/2018	Addendum	1,833.40	June Hours	

May 22, 2018

REHIRE							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Professional Educators							
Justin Johnson	Memorial	Science - Physics	8/23/2018	100%	36,606.00		rehired on 1-year only contract due to license status; was on 1-year
Justin Ramos	Fruzen	Grade 4	8/23/2018	100%	36,606.00		rehired permanent contract - was hired for 1 semester only, 2nd semester 2017-18
LEAVE OF ABSENCE							
Name	Location	Assignment	Effective Date	FTE	Reason for Leave Request		
Professional Educators							
Support							
RETIREMENTS / RESIGNATIONS / LAYOFFS							
Name	Location	Assignment	Effective End Date	FTE	Years of Service		Notes
Administrators							
Professional Educators							
Susan Day	District (out on LOA)	Elementary	5/11/2018	100%	21 years		resignation - was out on extended leave of absence
Kara Genin	Fruzen	Grade 5	6/8/2018	100%	2 years		resignation
Heather Henthorn	Todd	4K	6/8/2018	100%	13 years		resignation
Nicole McCarty	Fruzen	Music-Choir	6/8/2018	100%	1 year		resignation
Madeleine Wieder	District (out on LOA)	English	5/15/2018	100%	4 years		resignation - was out on extended leave of absence
Other Professional Support / Instructional Support							
Support Staff							
Kristina Hirst	Gaston	4K Para	5/29/2018	100%	2 years		resignation
After School / Other							
Substitutes							

Dr Darrell Williams, Interim Superintendent

  
Tracey Caradine, Executive Director Human Resources



***I. BASIC INFORMATION***

**Topic or Concern:** Insurance Renewal 18-19

**Which strategy in the Strategic Plan does this support?** Fiscal

**Your Name and Title:** Roger Price, Consultant

**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 presentation is to educate the board in brief of the district's property and liability insurance coverages and approve the renewal for the 2018-19 fiscal year.

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

The District will renew with incumbent insurance carriers including CIC, United Heartland and Hanover. Property Insurance will now be with Traveler's Insurance.

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

Attached is a renewal overview summary and insurance renewal premium summary for your review.

**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 Board of Education approves of the property and liability insurance renewal.

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

**Long Term Committed Funds?** No

**BUDGET LOCATION:** 827 District Wide Expense

**FISCAL IMPACT:** \$486,734



COVERAGE	POLICY YEAR 7/1/17-18				POLICY YEAR 7/1/18-19				Comments
	PREMIUM	PREMIUM	PREMIUM	PREMIUM	PREMIUM	PREMIUM	PREMIUM	PREMIUM	
	AIG	CIC	United Heartland	Hanover	Travelers	CIC	United Heartland	Hanover	
Property	\$153,551				\$154,849				Includes Terrorism
Eng Fee					N/A				
General Liability		\$56,282				\$56,144			CIC provides a \$10,000,000 per occurrence limit with no policy aggregate. Improved Coverage for SDB.
Auto Liability		\$4,742				\$4,753			
School Board Legal Liability		\$16,503 w/ \$5,000 Deduct.				\$16,412 w/ \$5,000 Deduct.			
Crime				\$6,150				\$6,150	
Umbrella		Included in GL/AL/SGLL				Included in GL/AL/SGLL			Not needed with CIC Program
Workers Comp			\$224,492				\$248,426		
<b>Totals</b>	<b>\$153,551</b>	<b>\$77,527</b>	<b>\$224,492</b>	<b>\$6,150</b>	<b>\$154,849</b>	<b>\$77,309</b>	<b>\$248,426</b>	<b>\$6,150</b>	
<b>Total Non - Work Comp</b>	<b>\$237,228</b>				<b>\$238,308</b>				
<b>Brokerage Fee</b>	<b>None</b>				<b>None</b>				
<b>Total Including Work Comp</b>	<b>\$461,720</b>				<b>\$486,734</b>				

Premium change driven by an increase in mod from 0.88 to 0.96.  
Rates for 8868 went from 0.60 to 0.58 and 9101 went from 5.93 to 5.35.

Terrorism is excluded from 16-17 Property. Additional premium to add terrorism this year is \$6,252. For the 2018-19 the insurance carrier included Terrorism at close to expiring pricing

Violent Acts and Auto Medical Payments were REJECTED last year



**School District of Beloit**  
**Rate Comparison**

	Prior Year 2017	Current Year 2018	Difference	% Change
<b>Carrier</b>				
<b>Package</b>				
Property Values	\$269,650,440	\$275,043,449	\$5,393,009	2.00%
Cost	\$153,551	\$154,849	\$1,298	0.85%
Rate	0.05694	0.05630	-0.001	<b>-1.13%</b>
Crime	\$4,000,000	\$4,000,000	\$0	0.00%
Cost	\$6,150	\$6,150	\$0	0.00%
Rate	0.154	0.154	0.000	<b>0.00%</b>
General Liability	8,156	7,850	(306)	-3.75%
Cost	\$72,785	\$72,556	-\$229	-0.31%
Rate	\$8.924	9.243	0.319	<b>3.57%</b>
<b>Automobile</b>				
Units	7	7	\$0	0.00%
Cost	\$4,732	\$4,753	\$21	0.44%
Rate	\$676	\$679	\$3	<b>0.44%</b>
<b>Work Comp</b>				
Payroll	\$41,794,098	\$44,282,790	\$2,488,692	5.95%
Cost	\$224,492	\$248,426	\$23,934	10.66%
Rate	0.537	0.561	0.024	<b>4.44%</b>
MOD	0.880	0.960	0.080	<b>9.09%</b>
<b>TOTALS</b>	<b>\$461,710</b>	<b>\$486,734</b>	<b>\$25,024</b>	<b>5.42%</b>



## Insurance Summary 2018-19 Policy Year

The commercial insurance program for the SDB encompasses property, general liability, professional / Educators E&O, Workers Compensation, automobile, and crime insurance. The general liability / E&O, auto, insurance per occurrence limit of \$10,000,000. This has eliminated the need for an umbrella / excess policy.

The companies used for this commercial insurance renewal include:

The policy year runs from July 1, 2018 to June 30, 2019. The major coverages by Line of Business Include:

- **Property**
  - Travelers, A+ (excellent) rated, XI
  - Building and Business Personal property coverage at replacement cost
  - Extra Expense
  - Flood and Earthquake insurance at \$25,000,000 each
  - \$100,000 deductible
  - \$154,849 with a total insured limit of \$275,043,449.
- **General Liability / Professional / Educators Errors & Omissions, Automobile**
  - CIC (Community Insurance Corporation, B++ (good), VI
  - \$10,000,000 per occurrence limit of insurance. NO AGGREGATE.
  - All lines listed above have a per occurrence limit of insurance.
  - Premium of \$77,309.
  - The deductible for the Professional / E&O is at \$5,000.
- **Crime**
  - Hanover, A (excellent), XV
  - \$4,000,000 employee dishonesty, computer fraud and funds transfer fraud.
  - \$50,000 per occurrence deductible
- **Workers Compensation**
  - United Heartland, A- (excellent), XI

CIC writes over 130 school districts covering 56% of the student population in the state of Wisconsin. CIC only writes public entity business including schools, towns, villages, and cities. Their sole focus on public entity business enables them to be specialists in the governmental immunity laws of the state of Wisconsin.





# School District of Beloit Board of Education Report

May 22, 2018

## ***I. BASIC INFORMATION***

**Topic or Concern:** WASB School Safety Seminar and Summer Leadership Institute

**Which area(s) of the Strategic Plan does this support?** All areas

**Your Name and Title:** Laurie Endres, Board President

**Others assisting you in the presentation:** n/a

**My report is for:** Action

## ***II. TOPICAL INFORMATION***

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

To determine if board members are available and wanting to attend the summer leadership institute in Green Bay.

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

Please see attached documents with information regarding the conference. Below is a summary from WASB:

This year, the Summer Leadership Institute in Green Bay is being paired with a special School Safety Seminar. The School Safety Seminar (Friday, July 13) will cover a variety of school safety topics including child development, mental health, school security audits, digital threats, and, among others, crisis communication. Glenn Rehberg, the acting director for the Office of School Safety at the Department of Justice, will be joining us at one of the morning breakout sessions to talk about the state's new school safety grants and legal requirements. Attendees will have the opportunity ask him questions and get an update on the grant process. (Reminder to all districts: the initial applications for the school safety grants are due June 8.)

The Summer Leadership Institute (Saturday, July 14) includes separate governance tracks for new and experienced school board members. The topics covered in these special tracks include financial forecasting, the basics of Wisconsin school board laws, strategic planning, and among others, using self-assessment to develop effective school board/superintendent teams. On Friday evening, the WASB will be hosting a dinner featuring an entertaining keynote by Jim Draeger of the Wisconsin Historical Society.

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

The topics covered in this summer academy can be very beneficial to the board members and the work of a school board.

### **D. What are your conclusions?**

**MOTION:** To Be Determined by the Board of Education.

**I propose using** 2018-19 Budget

**Long Term Committed Funds?** no

**BUDGET LOCATION:** 801 Board of Education

**FISCAL IMPACT:** approximately \$500 if both days are attended/board member

## 2018 School Safety Seminar & Summer Leadership Institute



This year, the WASB is hosting a special School Safety Seminar in conjunction with the traditional Summer Leadership Institute in Green Bay in July. The first day, Friday, July 13, will focus on school safety topics including safety audits, crisis communications, digital threats, emergency response plans, mental wellness, and more. The next day, Saturday, July 14, will feature the Summer Leadership Institute with governance tracks for new and experienced school board members. Topics will include school finance, school law, governance and policymaking, superintendent evaluations, self-assessments, and a legislative update.

Take advantage of this unique one- or two-day training opportunity to network with colleagues from across the state, learn from experts, and become a more informed school board member.

Register for one day or both days at a discounted rate.

Please note: The agenda has been updated to include a new session at 10 am featuring Glenn Rehberg, Director of the Office of School Safety for the Wisconsin Department of Justice.

### Event Registrations (log in required)

#### School Safety Seminar Program - Friday, July 13

**8:00 am Registration and Continental Breakfast**

**8:30 am Welcome & Keynote**

#### **Early Experiences Elevate Everything: Early Brain, Child Development & the Future of Society**

Dr. Navsaria will discuss the critical importance of the first thousand days of life and the key role human relationships and interactions play during that time. The concepts of toxic stress and how early adversity leads to lifelong issues will be reviewed, with practical examples and a discussion of the research. Broad policy and programmatic principles that may help address the issue will also be discussed, providing a practical

framework for those who work with children and families.

***Dr. Dipesh Navsaria, Associate Professor of Pediatrics, UW School of Medicine & Public Health***

**9:45 am Break**

**10:00 am Two Sessions (select one)**

**(NEW SESSION) State School Safety Grants & Requirements – An Update**

The state of Wisconsin is currently in the process of implementing the School Safety Grant Program created under 2017 Wisconsin Act 143. Under the program, \$100 million was made available for grants to support projects designed to improve K-12 school safety. In this session, the director of the Office of School Safety will provide a review of the grant process and an update on its status. In addition, he will review the new school safety measures required by Act 143 with a particular emphasis on the changes needed to school safety plans and staff training that school boards will need to implement. Time will be left for questions from attendees.

***Glenn Rehberg, Acting Director of the Office of School Safety, Wisconsin Department of Justice***

**School Mental Health: Hype or Hope?**

This session will provide a discussion of several components comprising the “big picture” of school mental health including social and emotional learning, culturally responsive practices, and trauma informed care. Participants will learn how these practices can form the basis for student and staff wellness and help inform school policies and approaches to more effectively address difficult student mental health issues.

***Beth Herman, School Mental Health Training Consultant, DPI***

***Elizabeth Cook, School Psychology Consultant, DPI***

**11:00 am Break**

**11:15 am Two Sessions (select one)**

**School Security Audits**

A comprehensive School Emergency Operations Plan should be informed by and developed in consideration of site-based conditions identified through an independent assessment of human action, infrastructure, technology, and the risks and hazards posed by location and environment. This session will provide an overview of what school security audits should include and how they should be conducted.

***Ed Dorff, Executive Director, Wisconsin School Safety Coordinators Association***

**A Comprehensive Approach to School Safety**

Improving school safety requires a vast array of strategies and resources. This session will focus on building on current systems and structures to improve school climate and culture for internalizing and externalizing student behaviors. Using the Multi-Tiered System of Support (MTSS) model, we will facilitate a conversation about the necessity to

provide levels of support for all students based on school-wide needs as well as intensive plans for a few students.

***Stacy Eslick, Executive Director, Wisconsin School Counselor Association***

***Chris Foreman, Liaison, National Center for Child Traumatic Stress***

***Gregg Curtis, School Counselor Consultant, DPI***

## **12:15 pm Lunch**

## **1:15 pm Two Sessions (select one)**

### **Considerations for School Safety Initiatives**

The state has provided a \$100 million dollar grant for schools to improve their security and safety, and staff and board members are currently working to review and make choices for their solutions. This session will focus on considerations as your district considers potential initiatives or enhancements such as camera systems, metal detectors, visitor management systems, armored glass, staffing and staff training.

***Al Behnke, Director of Facility Services, Howard-Suamico School District***

***Pat Meyer, Director of Buildings and Grounds, Unified School District of De Pere***

### **This Is An Alert Message From Your School District: Communication in a Time of Crisis**

One of the biggest challenges a school district may experience is timely and accurate communication during a crisis. There is no one-size-fits-all crisis communication response, but there are essential components that all school leaders should have at their fingertips. The presenters will cover best-practice protocols that will help school districts review and improve existing crisis preparedness communication planning. They will share their direct experience in responding to a wide-range of school crises and provide the Wisconsin School Public Relations (WSPRA) Crisis Communication Toolkit as a resource.

***Tracy Habisch-Ahlin, Community Relations Director, Hudson School District and WSPRA President Elect***

***Debbie Brewster, Community Relations Coordinator, DeForest Area School District***

## **2:15 pm Break**

## **2:30 pm Two Sessions (select one)**

### **Dealing with Digital Threats, Internet Safety & Smart Phone Apps**

Is your district prepared to handle digital threats? Learn from two experienced school administrators about what school boards should be doing to be proactive and have a prepared response to digital threats to ensure internet safety for their districts.

***John Stangler, Director of Buildings and Grounds, Pewaukee School District***

***Jeremiah Johnson, Director of Operations & HR, Muskego-Norway School District***

### **Partnering with Local Law Enforcement**

Local law enforcement plays an integral role in school district safety. As school leaders consider numerous options for improving the safety of their students, staff and

facilities, learn from local law enforcement officers actively involved in the Green Bay schools about what districts should be doing to mitigate, prevent, and prepare for a crisis. They will discuss the role of school resource officers, the specific challenges law enforcement face with schools, and how best to develop a partnership with law enforcement before a crisis happens.

***Green Bay Police Department***

**3:45 pm Roundtable Discussions: Visitor & Policy Practices**

How does your district ensure student and staff safety while keeping your doors open to the public? Are you considering changes to your visitor policies and/or practices to address school safety concerns? How are you balancing those safety concerns with your community engagement goals? Join the WASB Peer Mentors for a discussion on visitor policies and practices. Share with your colleagues from around the state on what is working well and not so well, and learn from others.

***WASB Peer Mentors and Staff***

**Friday Dinner & Keynote (Optional, Registration Separate)**



**Summer Leadership Institute Program - Saturday, July 14**



**Registration Information**



**Location**



## 2018 School Safety Seminar & Summer Leadership Institute



This year, the WASB is hosting a special School Safety Seminar in conjunction with the traditional Summer Leadership Institute in Green Bay in July. The first day, Friday, July 13, will focus on school safety topics including safety audits, crisis communications, digital threats, emergency response plans, mental wellness, and more. The next day, Saturday, July 14, will feature the Summer Leadership Institute with governance tracks for new and experienced school board members. Topics will include school finance, school law, governance and policymaking, superintendent evaluations, self-assessments, and a legislative update.

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Please note: The agenda has been updated to include a new session at 10 am featuring Glenn Rehberg, Director of the Office of School Safety for the Wisconsin Department of Justice.

[Event Registrations \(log in required\)](#)

### School Safety Seminar Program - Friday, July 13



### Friday Dinner & Keynote (Optional, Registration Separate)



**6:30 pm Dinner**

**7:30 pm Keynote**

#### **Bottoms Up: A Toast to Wisconsin's Historic Bars and Breweries**

**Jim Draeger, the State Historic Preservation Officer**, will join us for an entertaining look at his national award-winning book "Bottoms Up: A Toast to Wisconsin's Historic Bars and Breweries." Beginning with inns and saloons and tracing the rise of

megabreweries and the emergence of microbreweries, the book tells the story of how Wisconsin came to dominate brewing and the place that bars – and beer – hold in our social and cultural history.

From the open-air Tom's Burned Down Cafe on Madeline Island to the Art Moderne Casino in LaCrosse, and from Club 10, a 1930s roadhouse in Stevens Point, to the well-known Wolski's Tavern in Milwaukee, the book's authors explored them all along with bars in barns and basements and brewpubs in former ice cream factories and railroad depots. Along the way, the book explores ice harvesting, barrel making, bar games, Old-Fashioneds, bar fixtures, and bootlegging.

Jim Draeger is a Wisconsin native, born and raised in Oconto. He studied at UW-Stevens Point and holds a Master's Degree in Historic Preservation from Middle Tennessee State University. He is also co-author of the national award-winning book "Fill'er Up: The Glory Days of Wisconsin Gas Stations."

## **Summer Leadership Institute Program - Saturday, July 14**



### **8:00 am Registration and Continental Breakfast**

### **8:30 am Two Sessions (select one)**

#### **Key Work of School Boards – An Overview**

The Key Work of School Boards is a data-driven framework promoted by the National School Boards Association to help board members understand the important role of public school boards in today's challenging times. Learn about the five key areas that help define the work of the school board and how new board members can use those areas to be an effective part of the team.

***Louise Blankenheim, Consultant, WASB***

#### **Financial Forecasting**

Each school district has its own unique set of circumstances that affect their fiscal position and flexibility. Every decision can have an impact on the financial and operational capacity of the school district. Understanding these circumstances and decisions are important to the future financial position of the school district. Through a simplified model, this session will actively look at the variables that affect a district's financial future.

***Roger Price, Consultant, WASB***

### **9:30 am Break**

### **9:45 am Two Sessions (select one)**

#### **The Basics of Wisconsin School Board Laws**

There are important laws board members must follow, including open meeting, public

records, board member conflicts of interest, and other laws affecting how school board meetings are conducted. In addition to covering those laws, this session will identify a few critical elements of parliamentary procedure.

***Barry Forbes, Associate Executive Director and Staff Counsel, WASB***

### **Evaluating the Superintendent – It's About the Conversation**

The superintendent evaluation process should be viewed as a continuous improvement conversation between the superintendent and the board. This session will discuss how checklists provide a static measure of proficiency, but need to be accompanied by narrative feedback to move toward improving and cementing that evaluation relationship, and how establishing shared goals provides a source for growth in the process.

***Guy Leavitt, Director of Organizational Consulting Services, WASB***

**10:45 am Break**

**11:00 am Two Sessions (select one)**

### **School Board Governance & Policymaking**

Policies are the school board equivalent to legislation – school boards policies are the laws of the school district and school boards govern by adopting policies. While state and federal laws prescribe some policy content, there are many choices that school boards can and should make regarding educational programming and district operations. Learn the fundamentals of board policy development including what is required in a good policy as well as the process.

***Guy Leavitt, Director of Organizational Consulting Services, WASB***

***Barry Forbes, Associate Executive Director and Staff Counsel, WASB***

### **Basic Strategic Planning & Strategies for Plan Deployment & Monitoring**

The vision and mission of a school district guides student learning, provides organizational direction and reflects community expectations. This interactive session will discuss the WASB Strategic Planning Process, which involves community input, administrative leadership, and school board endorsement. The session will also highlight a deployment process for the Strategic Plan and procedures for monitoring plan progress through the school board's regular work activities.

***Al Brown, Consultant, WASB***

**12:00 pm Lunch**

**1:00 pm Two Sessions (select one)**

### **Fundamentals of Wisconsin School Finance**

Wisconsin public schools are primarily funded with local property taxes and state and federal aids. The state provides aid to achieve two basic policy goals – reduce the reliance on local property taxes and guarantee every student a basic educational opportunity. This session will provide an overview of the state funding history and



current system – including revenue limits, aid factors, and other basic influences.

***Roger Price, Consultant, WASB***

### **All In? Using Self-Assessment as a Process for Developing Effective School Board/Superintendent Teams**

Self-assessment can provide powerful insight into team performance by identifying strengths and areas in need of improvement. Through this work, relationships improve, trust develops and leadership thrives. This session will demonstrate how board members can examine their own learning and levels of understanding as an important first step in identifying an effective school board/superintendent team.

***Louise Blankenheim, Consultant, WASB***

**2:00 pm Break**

### **2:15 pm WASB Legislative Update**

Get the latest news on the work of the Blue Ribbon Commission on School Funding as well as an update on legislative and policy developments related to school safety.

***Dan Rossmiller, Director of Government Relations, WASB***

**3:15 pm Adjourn**

**Registration Information**



**Location**



## **Related Links**

Training and Events

[Register for Upcoming Events](#)

[2018 School Safety Seminar & Summer Leadership Institute](#)

[2018 Spring Workshops](#)

## 2018 School Safety Seminar & Summer Leadership Institute



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Please note: The agenda has been updated to include a new session at 10 am featuring Glenn Rehberg, Director of the Office of School Safety for the Wisconsin Department of Justice.

### Event Registrations (log in required)

**School Safety Seminar Program - Friday, July 13**



**Friday Dinner & Keynote (Optional, Registration Separate)**



**Summer Leadership Institute Program - Saturday, July 14**



**Registration Information**



One day (Friday or Saturday): \$155 per member

Both days (Friday and Saturday): \$235 per member

Friday dinner: \$45 per member

Conference registration includes breakfast, lunch and materials for that day(s). The Friday dinner is extra

**Deadline for registration:** Friday, July 6, 2018

Refunds will be given for cancellations received by 5 pm on Friday, July 6. To cancel, call toll-free 877.705.4422.

Casual attire in layers recommended.

## **Location**



### **PROGRAM:**

#### **KI Center**

333 Main Street

Green Bay, WI 54301

### **LODGING:**

#### **Hyatt Regency Green Bay**

333 Main Street

Green Bay, WI 54301

Reservations: 920-432-1234

**Reserve your room online**

**Directions to the KI Center and to the Hyatt Regency Green Bay**

**Cut-off Date for Hotel Rooms:** Friday, June 29, 2018

**Hotel Rate:** Single/Double: \$119

# YOUR TRIP TO:

KI Convention Center



**3 HR | 182 MI**

**Est. fuel cost: \$14.70**

Trip time based on traffic conditions as of 8:40 AM on May 19, 2018. Current Traffic: Light



Print a full health report of your car with HUM vehicle diagnostics **(800) 906-2501**



1. Start out going **east** on Keeler Ave toward Hinsdale Ave.

----- Then 0.07 miles ----- 0.07 total miles



2. Take the 2nd **right** onto La Salle St.  
*La Salle St is just past Hinsdale Ave.*

*If you reach Evergreen Ave you've gone about 0.1 miles too far.*

----- Then 0.13 miles ----- 0.20 total miles



3. Take the 1st **left** onto White Ave/WI-81. Continue to follow WI-81 E.

*If you reach Strong Ave you've gone about 0.1 miles too far.*

----- Then 2.33 miles ----- 2.53 total miles



4. Merge onto I-90 W/I-39 N via EXIT 1B toward **Madison**.

----- Then 48.95 miles ----- 51.48 total miles



5. Take the **US-151 N** exit, EXIT 135C-B-A, toward **Sun Prairie**.

----- Then 0.59 miles ----- 52.07 total miles



6. Merge onto US-151 N via EXIT 135B toward **Sun Prairie**.

----- Then 50.36 miles ----- 102.43 total miles



7. Merge onto WI-26 N via EXIT 148 toward **Rosendale/Oshkosh**.

----- Then 22.56 miles ----- 124.99 total miles



**8.** Merge onto I-41 N/US-41 N via the ramp on the **left** toward **Green Bay**.

*If you are on Waupun Rd and reach Black Oak School Rd you've gone about 0.1 miles too far.*

----- Then 49.67 miles ----- 174.66 total miles



**9.** Merge onto US-41 Bus N/N Ashland Ave via EXIT 163B toward **I-41 Bus/I-41 N**.

----- Then 0.68 miles ----- 175.33 total miles



**10.** Enter next roundabout and take the 2nd exit onto WI-32/N Ashland Ave.

----- Then 4.45 miles ----- 179.78 total miles



**11.** Turn **slight right** onto ramp.  
*If you reach WI-32 you've gone a little too far.*

----- Then 0.22 miles ----- 180.00 total miles



**12.** Merge onto W Mason St.

----- Then 0.45 miles ----- 180.45 total miles



**13.** Turn **slight right** onto ramp.

----- Then 0.15 miles ----- 180.60 total miles



**14.** Turn **left** onto S Monroe Ave/WI-57.  
*If you reach E Mason St you've gone about 0.1 miles too far.*

----- Then 0.79 miles ----- 181.39 total miles



**15.** Turn **left** onto Main St/US-141 N/WI-29. Continue to follow Main St/US-141 N.

*Main St is just past Bodart St.*

*If you reach Elm St you've gone a little too far.*

----- Then 0.21 miles ----- 181.60 total miles

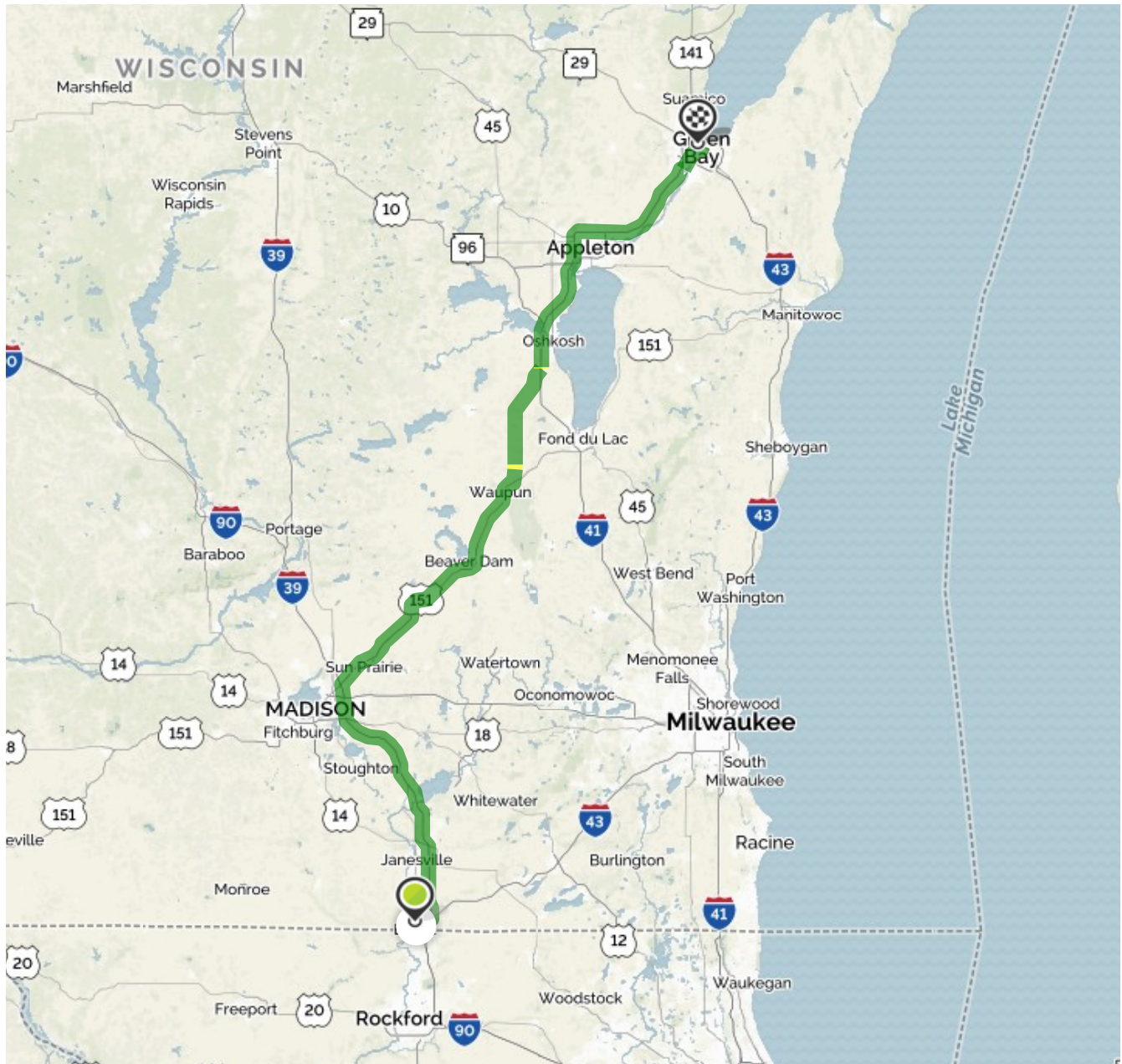


**16.** KI Convention Center, 333 Main St., Green Bay, WI,  
333 MAIN ST. is on the **right**.

*Your destination is 0.1 miles past N Madison St.*

*If you reach N Adams St you've gone a little too far.*

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(1-888-461-3625)



# School District of Beloit Board of Education Report

May 22, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Joint Review Board Appointment

**Which area(s) of the Strategic Plan does this support?** Fiscal, Communication

**Your Name and Title:** Laurie Endres, Board President

**Others assisting you in the presentation:** n/a

**My report is for:** Action

## *II. TOPICAL INFORMATION*

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

To appoint a member to the Joint Review Board.

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

The city has requested that the Board President appoint a member to attend the Annual Meeting of the Joint Review Board to review annual reports and performance status of each active Tax Incremental Finance district. (TIF)

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

To determine if the board's TIF representative is able to attend or if an alternate would need to be appointed.

### **D. What are your conclusions?**

**MOTION:** President Endres will appoint an attendee.

**I propose using** n/a

**Long Term Committed Funds?** no

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** n/a



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**ECONOMIC DEVELOPMENT**

May 11, 2018

Laurie Endres, Board President  
School District of Beloit  
1633 Keeler Ave.  
Beloit, WI 53511

**RE: City of Beloit Joint Review Board**

Dear Laurie,

As you may know Wisconsin Act 257 requires cities that have active Tax Incremental Finance Districts to convene an annual meeting of the Joint Review Board (JRB) to review the annual reports and to review the performance status of each active district. We welcome the opportunity to share our story of how well our current TIF Districts are performing and show what an incredible impact they have had on the local economy. As intended, these districts have leveraged private investment, redevelopment, added new business and job creation. Furthermore, all of our active districts are projected to close on time or with some possibly closing early. Detailed cash flow projections will be provided to the JRB along with a high level strategic overview on how the City intends to utilize and manage TID in the future.

Act 257 also requires that the JRB needs to convene on or before July 1<sup>st</sup> each year. This will be an on-going annual requirement as the City is seeking to form a permanent JRB. The City of Beloit has territory on all the active districts and State Law requires the City to appoint a member to serve on the JRB. The City is requesting that you work with Board of Education to identify an individual to represent the School District of Beloit on the JRB. You may want to take at advantage of our recommended approach that the District appoints a permanent member to the JRB. You might want to also consider appointing your finance director to provide management, consistency, long-term institution knowledge, reduce the time to form a JRB, and allow the expertise of finance professional to be utilized. Last year Jamie Merath represented the District but I understand that that position is currently open. Once each of the required taxing entities appoints their members, a date and time will be selected with a notice provided for the annual meeting. Currently, we are targeting June 21<sup>st</sup> at 3:00pm location- City Hall, 4<sup>th</sup> Floor City Manager's Conf. Room, 100 State St., Beloit. For background purposes, the following Tax Finance Districts are currently active in the City of Beloit:

- 1) TID #5 Downtown Beloit Redevelopment
- 2) TID #6 Beloit Riverfront District
- 3) TID #8 Beloit Willowbrook Industrial Park
- 4) TID #9 Beloit Mall Redevelopment
- 5) TID #10 Gateway Industrial Park
- 6) TID #11 Colley/Spring brook Industrial Park
- 7) TID #12 Frito-Lay Industrial
- 8) TID #13 Milwaukee Road Corridor Mixed-Use
- 9) TID #14 4<sup>th</sup> Street Corridor Redevelopment

I appreciate your consideration of this matter and if you have any questions, please feel free to contact me directly at 608-364-6748 or [jankea@beloitwi.gov](mailto:jankea@beloitwi.gov).

Sincerely,



Andrew Janke  
Economic Development Director





# School District of Beloit Board of Education Report

May 22, 2018

## ***I. BASIC INFORMATION***

**Topic or Concern:** Appoint Committee Members to Board Committees

**Which area(s) of the Strategic Plan does this support?** All areas

**Your Name and Title:** Laurie Endres, Board President

**Others assisting you in the presentation:** all board members

**My report is for:** Action

## ***II. TOPICAL INFORMATION***

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

Board members will nominate and President Endres will appoint community, staff and students to the newly created board committees.

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

Board members have reviewed applications for the five committees and will be making nominations and appointments to the various committees in accordance with Board Policy.

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

The board committees will need to begin their work in June, 2018. The committee members need to be appointed at this meeting in order to have committees determine a meeting date/time for June to begin their committee work.

### **D. What are your conclusions?**

**MOTION:** President Endres will appoint committee members to the Students, Staff, Fiscal, Infrastructure and Communication Committees

**I propose using** n/a

**Long Term Committed Funds?** no

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** n/a



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# AGENDA – BOARD OF EDUCATION

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## ***BUSINESS MEETING***

Tuesday, May 22, 2018 - 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. Community & Staff Interview Interest Update (Board President)
  - C. Recognitions
    - 1. Recognition of Doris Forbes, Class of 1948 – BMHS Athlete
    - 2. Recognition of Scholastic Book Club Grand Prize Winner
    - 3. Recognition of Top BMHS Art Students
    - 4. Recognition of Graduating Seniors and Post-Secondary Plans
    - 5. Recognition of Student Board Representative, Evelyn Mendoza
  - D. 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. Beloit's Literacy for Life Initiative (R. Elliott)
  - B. Ad Hoc Academic Achievement Update (A. Bonds)
  - C. Equity Update (T. Bell)
- VI. REPORTS TO THE BOARD
  - A. (E)Quality Committee Report
    - 1. Report and Minutes from May 14, 2018 Meeting
  - B. Student Board Member Report
  - C. Welcome Center Update

## 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 – April 24, 2018
- B. \*Special Board Meeting-Organizational Meeting – April 24, 2018
- C. \*Board Business Meeting, April 24, 2018
- D. \*Special Board Meeting – April 30, 2018 – Joint Meeting
- E. \*Special Board Meeting, May 1, 2018
- F. \*Special Board Meeting, May 8, 2018
- G. \* Special Board Meeting, May 15, 2018
- H. \*Special Board Meeting, May 17, 2018

IX. BUSINESS/ACTION ITEMS

- A. \*Approval of March Financial Summary
- B. Chromebook P.O. Over \$25,000
- C. Security Camera RFP
- D. Resolution Authorizing Board Hearing Officer/Board Expulsion Officer to Determine Pupil Expulsion for 2017-2018 School Year

X. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Announcement of future Board Meeting dates
  - 1. Committee Meetings: Dates to be determined
    - a) Students
    - b) Staff
    - c) Fiscal
    - d) Infrastructure
    - e) Communication
  - 2. Business Meeting: June 26, 2018

XI. ADJOURNMENT

Laurie Endres, President  
Dr. Darrell Williams, Interim 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>.