

REGULAR MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
May 24, 2011

The Board of Education held its regular meeting on May 24, 2011 at the Kolak Education Center in the Board Room. President Scharmer called the meeting to order at 7:08 p.m.

Members Present: John Acomb, Nora Gard, Missy Henderson, Tia Johnson, Shannon Scharmer and John Winkelmann. Member absent: Michael Ramsdail. Also Present: Steve McNeal.

Acomb moved approval of the agenda. Seconded by Henderson. Motion carried unanimously of the members present. Winkelmann made a friendly amendment to approve the modified agenda. The amendment was approved by Acomb and Henderson. Motion carried unanimously of the members present.

Acomb led the group in the pledge of allegiance.

Gard announced upcoming activities in the district. She announced graduation on Saturday, June 11 at 10:00 a.m. Weather permitting it will be held on Jacobson Field. Videogenic will again be videotaping. She also announced the recognition of the district high achievers grades 5-12 with a 3.5 grade point average for the first three quarters of the year. Bryan Perez and Paris Echoles, high school alumni were guest speakers. She then announced the retirement celebration for staff that will be held on Sunday, June 5, from 2 to 4 p.m. with a program at 3 p.m. She also announced that the last day of school is June 8th and wished the families, students and staff a wonderful summer season.

Badger recognized Brother Dutton School and its partnership with the district and service to the community. She also recognized Beloit College and the Beloit Janesville Symphony Orchestra for their partnership with Todd Elementary in creating a video while the groups work with students to create an original composition. Badger recognized Michele Hendrix-Nora, educator at BMHS and Micole Gauvin, BMHS senior who were both recipients of Herb Kohl Fellowship Awards. Badger recognized high school yearbook students and staff for their hard work in producing another treasured yearbook under the direction of Amanda Sellen, educator. Badger also recognized Chris Behrens and the high school band students who attended Festival Disney and brought home the Golden Mickey award again. She also recognized Jevon Bindman and the choir students for their success in Festival Disney and especially in the Solo Ensemble Competition held in Whitewater, Wisconsin this year. Badger recognized Greg Wallendal and the student cast in the spring musical, *Hairspray*, for their high honors and receipt of eight "Tommy Awards". Badger concluded by recognizing our student board representative, Madeline West. Board members shared their thanks as well.

Scharmer opened up the podium for citizens to speak on items not on the agenda.

Shirley Williams, 2170 Hayfield Lane, Beloit requested that the members keep in mind the numerous celebrations in the district and how that can happen for those students they are considering in the alternative program proposal.

Scharmer introduced the Superintendent's Report to the board regarding student success for the 2011-12 school year. Superintendent McNeal shared that the district just received notification that

the district as a whole is no longer on the state watch list and made Adequate Yearly Progress this year. He also stated that the district has received a number of statewide recognitions this year as well. His presented data is based on the Wisconsin Knowledge and Concepts Exam. He stated that there were significant gains in 3rd, 4th, 5th and 8th grade Math. He also shared the tremendous gains in reading at these same levels. McNeal shared the personal bests in math by school. He then shared the personal best scores in reading by school. He also stated that several of the schools in grades 3, 4, and 5 have no students reading in the minimal range, some of which have met this goal for the second year in a row. He showed data that students had great gains in other areas of study such as science, language arts, social studies due to the high reading accomplishments. He shared that referrals, suspensions both in and out of school at the high school level are down dramatically which afforded an attendance increase and higher learning for students. McNeal stated he is very proud of the staff and students using a very methodical approach to increasing student achievement. Board members shared their thanks and praise as well.

Student representative, Madeline West, announced current activities at the high school. She stated that students are looking to the end of the year and graduation. She is also looking forward to the senior awards tomorrow evening.

Winkelmann reviewed the topics of the May Finance, Transportation and Property Committee meetings.

Acomb reviewed the topics of the May Curriculum and Instruction Committee meetings.

Johnson reviewed the topics of the April Special and May Regular Policy and Personnel Committee meetings.

Johnson moved approval of the consent list: 1) Bills, Payroll and Cash Position Statement; 2) Special Board Meetings of April 26(2) and May 10, 2011; and 3) Regular Business Meeting of April 26, 2011. Seconded by Acomb. Motion carried unanimously of the members present.

Acomb moved approval of the \$5,000 donation from Lowe's to be used for the Cunningham Elementary School Da Vinci Room. Seconded by Winkelmann. Gard made a friendly amendment to change it to a grant. Both Acomb and Winkelmann accepted the friendly amendment. Motion carried unanimously of the members present.

Winklemann moved approval Blackhawk Bank as the School District's financial institution for the period of five years. Seconded by Henderson. Motion carried unanimously of the members present with Acomb abstaining.

Acomb moved approval of the SpringBoard English/Language Arts instructional materials and supplemental materials for middle school for 2011-12. Seconded by Henderson. Motion carried unanimously of the members present.

Acomb moved approval of the Targeted English and Selected English new courses for 2011-12. Seconded by Henderson. Motion carried unanimously of the members present.

Acomb moved approval of Digital Electronics being taught by a math teacher and accepted as a math elective. Seconded by Henderson. Motion carried unanimously of the members present.

Acomb moved approval of the transfer of SAGE contract from McLenegan to Hackett. Seconded by Henderson. Johnson asked for clarification on which schools will have SAGE funding, which schools will be K-3 and which are 4/5 and class sizes. McNeal explained that 5 of the 6 K-3 elementary schools have SAGE funding. He stated that he is hopeful that Converse will be granted the funding. Regardless, all schools will hold to the SAGE class size guidelines. Motion carried unanimously of the members present.

Acomb moved approval of the 21st Century Community Learning Centers grant renewals for 2011-12 for Todd, Hackett, Merrill, Aldrich and McNeel. Seconded by Henderson. Motion carried unanimously of the members present.

Acomb moved to table the revisions to Policy 166 Board Member Requests for Information and Policy 166 RULE 1 Procedures for Board Member Requests for Information for final reading since the board was not able to discuss this item in their earlier meeting. Seconded by Johnson. Motion carried 5-1 with Winkelmann voting in the negative.

Winkelmann moved approval of the revisions to Policy 662.3 Fund Balance for final reading. Seconded by Johnson. Motion carried unanimously of the members present.

Henderson moved approval of the Resolution to Authorize the Board Hearing Officer/Board Expulsion Officer to determine Pupil Expulsion under Wisconsin State Statute 120.13 (1)(3) 1-4, effective July 1, 2011 to June 30, 2012. Seconded by Acomb. Motion carried on a roll call vote 6-0.

Winkelmann moved approval of the Administrative Salary Compression proposal as presented. Seconded by Acomb. Gard stated that she did some research and has concerns with moving forward with this proposal based on an article in the Beloit Daily News. McNeal explained that it is a salary compression and not an across the board pay raise. Some administrators will receive and increase however approximately 14 administrators will not receive any compensation. The overall administrative package increase is .0018 percent. He also stated that with a couple administrators leaving the district there will be an overall savings. He also stated that this is an equity issue as well. Johnson agreed that the gender inequity needs to be corrected. She stated she does not feel that all principals should be paid equally. Acomb stated that he would rather pay for performance than longevity. He feels that the persons in these positions are performing in an exemplary way. He also pointed out that this proposal will save almost \$300,000 in salaries due to position eliminations. He also pointed out that in the recent past, the board did not approve across the board pay raises. McNeal reiterated that the increase in the total package is less than one percent. He also stated that the administrators that will be receiving an increase have received major honors for their work in the schools state-wide and therefore are deserving of an increase. Gard stated that she did agree in theory and appreciated the .0018 percent. She also reiterated her previous objections. Johnson clarified a decrease in a position salary. McNeal explained that Chris Wesling is retiring at the end of the year and her position will become a director position with reassigned duties. Winkelmann restated the amount of savings verses the minimal increase and feels that persons are deserving of increases based on performance. Scharmer indicated that this is a major conversation for her. She has not voted in favor of increases this year. She stated that there is a difference in the number of staff being supervised between the K-3 and 4/5 buildings. She also feels administrators should be rewarded for their performance. She sees this proposal as asking more of staff while cutting administrative positions. She stated that this is a difficult decision, but feels that the \$5,000 total increase outweighs the \$300,000 savings from position cuts. Henderson stated she understands the financial concerns. She restated that there really is a zero percent increase. She also agrees that

there needs to be fairness to those who have been in the district for years and are paid less than new employees. She too stated that it is a hard decision. Motion carried 4-2 with Gard and Johnson voting in the negative.

Winkelmann moved approval of the revised personnel recommendations, Exhibit A. Seconded by Henderson. Motion carried 4-2 with Gard and Johnson voting in the negative.

Items for consideration at future meetings requested included a high school intervention for reading discussion, middle school and high school maps scores versus required reading/math classes and ability to take elective courses, curriculum presentation on changes and financial impact.

Scharmer announced future meetings on Tuesday, June 14, and the Board Business meeting will be held on June 28, 2011. She also announced meetings on May 31 with the legislators and June 7 special board meeting and a Joint meeting with the City Council on June 13.

The meeting adjourned at 8:55 p.m.

Michelle Shope, Board Secretary

Approved at the regular meeting of June 28, 2011

Shannon Scharmer, President