

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
June 5, 2018**

The Board of Education held a special board meeting on June 5, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 5:02 p.m.

Members Present: Pam Charles, Laurie Endres, Kris Klobucar, Kyle Larsen, Wendy Sanchez and David Wilson. Member excused: Shelly Cronin. Also present: Darrell Williams.

Sanchez moved approval of the agenda. Seconded by Klobucar. Motion carried unanimously of the members present.

Roger Price, Consultant, Business Services, stated that there is discussion underway with the actuary on the health insurance funding and the item is being referred to the fiscal committee. There is also a complete review of Fund 27 to better estimate the needed transfer from General fund and a continued review of individual line items will be ongoing in the general fund. They will also continue to review the impact of assumptions and update them as necessary. The starting point of the budget is what was presented last week and as of May 29, there is approximately \$678,998 available in the projected budget for next year that is not allocated. There are administrative staff recommendations in development and the fiscal committee will be meeting soon.

Price reviewed the 18-19 membership with revenue limit, summer school, and state aid again. He reviewed enrollment history, population estimates and housing trends. Conclusions drawn from this information were that all models show a slight decline over the next several years. It also showed that Kindergarten trends have been declining, however, births have seen a slight increase recently. Another conclusion drawn is that open enrollment out of the district greatly surpasses those enrolling in.

In doing the long-term forecast, he used a five year trend projection for enrollment and membership; a slight decline, but not worst case scenario. Price reviewed the effects of declining enrollment, he looked at the impacts of elimination of the energy projects, the impact of recurring and non-recurring referendum, and suggested having the fiscal committee determine guiding principles. He reviewed projected budgets for 2019-2020

Endres clarified that the district would lose \$6M in 19-20 in capital funding. Price stated the district would unless it would use tools that are available to the district such as a recurring or non-recurring referendum, or others. Endres asked how many additional students would the district need to enroll to make up the \$6M. Klobucar clarified that increasing enrollment has a long-term effect, whereas switching enrollment in vs. out would have a great effect now.

He recommends watching and projecting each year and seeing how the current year budget will affect the forecast. He suggested working on 19-20 first and look at what options are available. Members asked questions including how to plan for decline in budget and declining enrollment and how to talk to community regarding referendum.

Endres recessed the meeting briefly at 5:54 p.m. Endres reconvened the meeting at 6:08 p.m.

George Steffan from WASB joined the meeting to discuss how WASB can help the district hire an interim superintendent and specifically one that would not apply for the superintendent position. Steffan clarified that the board would like the person to start July 2nd, if possible. He shared a draft of a timeline as a starting point. He recommended the applicants apply to WASB, remove the current postings and begin posting again. He did state they would also advertise nationally. He would schedule a planning meeting with the board to determine what the board is looking for, i.e., things that came out of the focus groups. He would bring forth 3-4 candidates based on the board's information. WASB is very transparent and shares all applicant information with the board. He stated the board can choose the 3-4 candidates, however, it will lengthen the process. He stated all background and reference checks are completed prior to the one round of interviews. Contract negotiations follow the interviews and then an announcement of the interim is made. He further suggested not having the four essay questions in the application process but rather use them in the interview process so the number of candidates is not limited. He also stated he would be happy to work with the media if the board chooses.

Members asked questions regarding the recent interim placement Steffan handled. He stated it was a principal interim in two weeks and one month superintendent interim. He did make note of the fact that some retirees, depending on when they retired, may be limited on the number of hours they can work. He did share his thoughts that a limited number of candidates may apply based on the current essay questions, the short turn around, time of the year, and that board stated they want someone who will not apply for the actual position. Members asked how many applied for the last superintendent interim search. He stated about 12 applied, however, there was no stipulation about not applying so more than retirees applied. When asked if there was an advantage to stating persons would not apply for the position, he stated he did not see an advantage. Endres explained that the hope was to find an interim who would focus on the day to day operations so that the current board and administration could focus on governance and leadership in the district to prepare the new superintendent for success, whoever that may be in a year.

He discussed the service agreements stating there is a not to exceed number that is used and WASB has to get board approval before the amount can be exceeded. He also stated WASB does three background/vetting checks: criminal, financial and educational. He also does his own vetting as well by reaching out to people where they work or have worked.

Charles moved approval of the search service agreement with WASB for the search for an interim superintendent and to start as soon as possible. Seconded by Larsen. Motion carried 5-1 with Wilson voting in the negative. Charles clarified that the WECAN posting should be removed.

Endres indicated that Charles requested that the Public Information Officer position come back for further discussion. Charles stated the board either needs to keep the current PIO or do some work to cover the position. She contacted similar sized districts and found that Monona Grove is making it an administrative position this summer making \$90,000; Janesville has a three person department, with a director making \$90,000; Milton has an administrator starting July 1 and is making a similar amount; Verona has an administrator making \$77-96,000 depending on experience; Harlem is one director with three others in department and the director is making \$110,000; Kenosha is a director earning \$106-130,000 with an eight person department. Charles is concerned about losing someone in the position because the board won't do something comparable to so many other districts in the area. She also shared that the position use to be an administrator with an assistant until it became one person with a contract to an outside firm doing all the social media.

Wilson stated he would be interested in seeing the trends for all the positions starting from the top down. Klobucar clarified if he meant just administration or all positions. Wilson stated all positions. Charles asked how the PIO duties will be covered during Thompson's vacation. Dr. Williams stated that the

coverage was on the agenda for next week. Endres clarified that the information tonight, is to determine if the position should be made an administrative position. She further stated that the coverage should Thompson choose to leave will be discussed at next week's meeting.

Klobucar stated that she is not ready to make the position an administrative position at this time as she stated last week. Dr. Williams stated that this is opening a can of worms to make this position an administrative position when there are so many others who have or will come forward. He also stated that the current process has been that employees are bringing their offer to HR or administration who then bring it to the board.

Sanchez asked for clarification since she was not at the last meeting. She was filled in on information from the last meeting. Wilson again stated that he is not willing to entertain the change since there is a process in place for requesting salary increases. Members continued to discuss the situation at length.

Charles moved to convert the public information officer position to an administrative position and have Dr. Williams return with a recommendation for salary. Seconded by Larsen. Motion failed 2-4 with Charles and Larsen voting in the affirmative and Endres, Klobucar, Sanchez and Wilson voting in the negative.

No items for future discussion were requested.

The meeting adjourned at 7:25 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on June 26, 2018

Laurie Endres, President