

BOARD MEETING AGENDA
REGULAR BOARD MEETING
HIGH SCHOOL CONFERENCE ROOM
www.oostburg.k12.wi.us
April 17, 2019, at 6:00 pm

MISSION STATEMENT: "The mission of the School District of Oostburg is to prepare students to be positive contributors to our society and the world."

REGULAR BOARD MEETING AGENDA

- I. Call meeting to order
 - A. Pledge
 - B. Roll Call
 - C. Certify posting
 - D. Approve Agenda

- II. Public letters / comments: Members of the public wishing to address the board on any topic are requested to complete a public input form prior to the beginning of the meeting.

- III. School Board President / Admin Team Reports
 - A. Board President
 - B. Superintendent
 - C. High School Principal
 - D. Middle School Principal
 - E. Elementary School Principal
 - F. Director of Special Education
 - G. Director of Finance/Personnel
 - H. Buildings and Grounds Coordinator
 - I. Technology Coordinator

- IV. Administer Official Oath to newly elected board members

- V. Approval of Consent Agenda Items – Recommend approval of consent items below:
 - A. Minutes of the following school board meetings:
 1. Monthly board meeting of March 20, 2019
 - B. Personnel
 1. Approval of the resignation of Emily Madson as high school English teacher
 2. Approval of the resignation of Angela Ring as part time elementary school special education teacher
 3. Approval of the resignation of Brandon Woepse as assistant JV football coach
 4. Approval of the resignation of Rachel Wensink as 50% high school dance coach
 5. Approval of the hiring of Tony Teunissen as assistant JV football coach
 - C. Finance
 1. Approval of March Expenditures of \$2,081,248.79
 2. Approval of March Receipts of \$2,162,089.19
 3. Approval of March computer check numbers 10012874 - 10012905, wire numbers 201800162 - 201800188, ACH numbers 181900527 – 181900566, and manual check number 501704

- VI. Action Items
 - A. Consider approval of revised 66.030 agreement with Cedar Grove for shared Director of Finance/Personnel for 2019-20
 - B. Consider approval of recommendation for benefit consulting services
 - C. Consider approval of 2019-20 Teacher Contracts
 - D. Consider approval of Extra Contract to John Rentmeester for overload
 - E. Consider approval of Extra Curricular Volunteer Assignments for 2019-20
 - F. Consider approval of buy out of employee's post-retirement health insurance coverage
 - G. Consider approval of alternative open enrollments into the district for 2018-19
 - H. Consider approval of part-time open enrollment request for 2019-20

- VII. Topics for Discussion
 - A. Legislative Report
 - B. Finance Committee Report
 - C. Buildings & Grounds Report
 - D. Transportation Committee Report

- E. Negotiations Committee Report
- F. Policy Committee Report
- G. OCEF Report
- H. Long Range Planning Committee
 - a. Update on high school facilities planning

VIII. Adjourn to Closed Session per state statutes 19.85(1)(c) and (f)

- A. Discuss certified staff negotiations
- B. Consideration of specific personnel issue

IX. Action items – action from closed session discussion

- A. Consider approval of base wage agreement with Oostburg Education Association

X. Future Board Meeting Dates: Regular Board Meeting – May 15, 2019, in the HS Conference Room

XI. Adjourn

Wendy DenBoer, Clerk

IT IS THE POLICY OF THE SCHOOL DISTRICT OF OOSTBURG TO COMPLY WITH REQUIREMENTS OF THE AMERICANS WITH DISABILITIES ACT. IF YOU HAVE A DISABILITY COVERED UNDER THE ACT, AND REQUIRE AN ACCOMODATION TO ATTEND OR PARTICIPATE IN THIS MEETING, PLEASE CONTACT THE DISTRICT OFFICE AT 920-564-2346.

THIS MEETING IS A MEETING OF THE BOARD OF EDUCATION IN PUBLIC FOR THE PURPOSE OF CONDUCTING THE SCHOOL DISTRICT'S BUSINESS AND IS NOT TO BE CONSIDERED A PUBLIC COMMUNITY MEETING. THERE IS A TIME FOR PUBLIC PARTICIPATION DURING THE MEETING AS INDICATED IN THE AGENDA.

NO PERSON MAY BE DENIED ADMISSION TO ANY PUBLIC SCHOOL IN THE DISTRICT OR BE DENIED PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE DISCRIMINATED AGAINST IN ANY CURRICULAR, CO-CURRICULAR, STUDENT SERVICES, RECREATIONAL OR OTHER PROGRAM OR ACTIVITY BECAUSE OF THE PERSON'S SEX, RACE, COLOR, NATIONAL ORIGIN, ANCESTRY, CREED, RELIGION, PREGNANCY, MARITAL OR PARENTAL STATUS, SEXUAL ORIENTATION, HANDICAP OR PHYSICAL, MENTAL, EMOTIONAL OR LEARNING DISABILITY IN THE EDUCATIONAL PROGRAMS OR ACTIVITIES OPERATED BY THE SCHOOL DISTRICT OF OOSTBURG.

Board Update

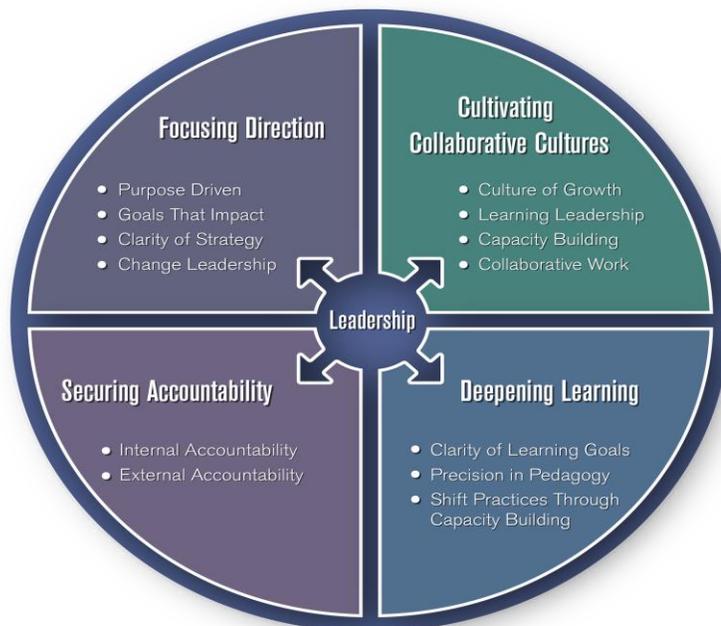
Oostburg School District

To: Board Members and Administration

From: Kevin Bruggink

Date: April 12, 2019

- Partnerships continue as we work with local business leaders and other area school districts in considering best practice in STEM related education along with a more specific focus on Industry 4.0 considerations. Our most recent meeting occurred this week and involved representatives from Sargento, Lab Midwest, Krier Foods, Inspire Sheboygan County, Random Lake School District, Kiel School District, and Elkhart Lake School District. We are in the early stages of examining learner competencies related to advanced manufacturing. Our vision includes a collaborative partnership between multiple small school districts and local businesses to provide additional career pathways for students.
- Our Long Range Planning Committee continues to meet with a focus on academic, communication, financial, and facility strengths and opportunities for improvement. Recent discussions with committee members has included capital needs related to high school cafeteria serving needs, theater upgrade considerations, gym floor replacement, HVAC needs, and how each of those relate to success in fulfilling our mission.
- We received the final assessment scores related to our district ACT goals. We are in the process of evaluating our composite results and appreciate the efforts of stakeholders that have positioned us as one of the top districts in the state in ACT composite scores. We continue to evaluate our efforts through the coherence framework below. This framework was developed by Michael Fullan and allows us to self-assess our strategic efforts in a comprehensive manner. We continue to see a *“high tide raises all ships”* impact where, along with our district goal progress, our cocurricular and extracurricular offerings are also growing in effectiveness. Areas like forensics, ROV, archery, and Destination Imagination are each experiences increased participation and success.



- I attended the WASDA Spring Superintendent Conference in Madison Wednesday evening through Friday. The conference included several keynote speakers focused on equity in education. I was also able to attend breakout sessions on legal issues for school leadership, school board governance best practice, communication tools for districts, and an update on the state budget.

Board Update

Oostburg High School

To: Board Members and Administration
From: Scott Greupink
Date: April 10, 2019

I am once again recommending Board approval of an overload stipend for John Rentmeester so that we can offer AP Statistics next year to as many as 38 students who have requested the course.

We have tried hard over the last couple of years to really find ways to increase the number of seniors taking math because we feel it is extremely important in producing students who are ready for their futures in that area. Math is the most common area where students are not ready for college or technical training programs, and we feel strongly that the logical first step is to have the vast majority of our seniors taking math classes that continue to grow their skills. Our plan has been to offer this AP Statistics class every other year if the interest remains as high. At this point, it appears interest continues to grow. AP Statistics is quite valuable to a wide range of our students who plan to go to college. John has proven the ability to teach the class with a high level of success in terms of the students passing the AP test. (96% AP test pass rate the last time we offered the class. That is an off the charts AP pass rate result.) I would also like to point out that the value of this class to each student, if they pass the AP test of course, is about \$1000 in savings for 4 credits at a State system school. So roughly speaking, offering this class to our students is worth somewhere around \$35,000+ to our students if the pass rate remains about the same as two years ago. That seems to me to make the overload stipend a pretty good value to say the least.

We have been tracking all of our course requests for electives for the last seven years and this information promotes us a wealth of questions worth discussing on many levels. I thought you may find it interesting to see how student requests for AP classes have exploded in the last seven years, in part because we have increased the number of AP offerings. But of course, we also have increased the number of AP offerings because of the demand for that type of class is up as well. Plus, these courses are pretty central to our goals for the roughly 60% of our students who choose to be college bound. These courses provide a great vehicle to provide opportunities to ensure high levels of college readiness in students who are willing to take some of these courses. While the increase in AP offerings may have had a minor negative effect on our music and Spanish departments, that impact has been small. And to put this information in context, I should also point out that while we have eight AP offerings and 11 total dual credit/college prep electives, we also provide 32 non-college prep electives to serve all of our students.

	13-14	14-15	15-16	16-17	17-18	18-19	19-20
AP US History	0	0	20	27	20	15	11
AP Physics	0	0	0	0	0	15	19
AP Biology	24	19	11	11	31	31	32
AP Spanish	0	0	0	0	0	6	6
AP Stats	0	0	0	0	24	0	38
AP Calculus AB	10	15	16	24	19	15	22
AP Calculus BC	0	0	0	24	19	15	22
AP Computer Science	0	0	0	0	0	34	27
Totals	34	34	47	86	113	131	177

Board Update

Oostburg Middle School

To: Board of Education and Administration
From: Sherri Stengel
Date: 4/11/19

1. This is the time of year where we are caught between current year happenings and next year plannings. Nan Gabrielse has been an absolute blessing and has transitioned into the role of OMS Administrative Assistant rather seamlessly. With her being new and having a desire to do more on the scheduling side of things, she has worked with Jess Dekker from the high school and the two of them have a great jump start on the 19-20 OMS schedule. Elective sheets have gone out and planning, course offerings, and class sizes are being considered as we navigate that part of scheduling. This is all work that I typically started after school was out. I feel wonderful about where we are in the process of being ready for the 19-20 school year. A huge part of this is due to the help of both Keri Lauritsen and Nan Gabrielse.
2. Another part of the transition to next year involved our annual 5th grade transition day where current 5th graders join us at OMS to meet me, the 6th grade teachers, and to work with student council members to learn about different parts of the building, what a day in the life of a 6th grader looks like, and to take in advice related to how to make the transition from OES to OMS a smooth and successful one. Along with this, they are able to hear short performances from the 6th grade band and choir as 6th graders are required to take at least one music course their 6th grade year. This allows them to make a somewhat more informed choice about those electives and to hopefully create some excitement around music instruction at OMS. This transition day happened much earlier this year compared to previous years as Michael and Keaton wanted the opportunity to do instrument trials with all students and make instrument selections earlier so communication around summer band camp and logistics around instrument purchase or rental can happen much earlier with parents.
3. Statewide assessments are in full swing. Coming off the heels of ACT plus Writing and WorkKeys assessments for all juniors, all students in grades 3-8 recently started taking the Forward Exam in ELA and Math. In addition, 4th and 8th graders are also being assessed in Social Studies and Science, and 10th graders in Social Studies on the Forward. The window for the Aspire Early High School Summative Assessment opened this week and will be open through May 10th. All students in grades 9 and 10 will be taking this assessment in the areas of English, Math, Reading, Science, and Writing. Although the Aspire has been a part of our state testing requirements the past few years, it has never counted on the high school state report card for accountability purposes. This year, scores will be a part of the high school report card which means that some gap and growth scores will be reported out. This will be similar to what the elementary and middle school report cards have done with the Forward scores all along.

Board Update

Oostburg School District: Special Education/Pupil Services

To: Board Members and Administration
From: Bryce DeRoos
Date: April 11, 2019

- Last month I shared that we had not received the Transition Readiness Grant award (\$25,000 towards a vehicle to be used to help transport students to job placements and \$2,000+ towards transition training for special education support staff). Well, I was wrong. We received notification on Tuesday, April 9th, that we actually did receive the grant and we are very, very excited not only for the ability to purchase a newer vehicle, but more importantly, the funding for several of our support staff to attend a training on transition opportunities. The training consists of two days in the summer and then multiple additional virtual follow-up meetings throughout the school year.
- The week before spring break, we posted a position for our elementary intellectual disability program and since then, we have received 6 applications. This is compared to the 40 applications for the upper elementary position that was posted at the same time. This difference is even larger when you consider last year's posting for an elementary special education position drew 17 applications. These are difficult positions to fill, but we have some strong applications and we hope to complete our interviews by Monday afternoon. We will still need to post for a .5 FTE special education position and that will be done after we have filled our elementary position.
- We continue to experience new special education students enrolling in our district now and/or planning to enroll next year. We just had a high school student move from out of state two weeks ago and we will be having a new JK student start next week. Both of these situations are unique and both involve special education services. Our systems are set up to seamlessly transition students the best way possible and I am appreciative of the staff being able to welcome them to our school and start their services immediately.
- Just yesterday, we completed our first annual expanded Child Development Day. This new approach involved children as young as 6 months and as old as 4½ years. We had vision screening, birth-to-three screening, and staff from the Family Resource Center available to meet and talk with parents. In addition, our early childhood staff and speech and language therapists screened 20 children for developmental skills and abilities. A huge thank you to Melanie Wisse for all of her work in sending out letters, scheduling, setting up, and running the show yesterday.
- I am continuing to work on establishing clearly articulated systems in a number of areas and my role in Infinite Campus is an example. As Nan continues to take more responsibilities at OMS for scheduling and course set up, I am slowly transitioning over the problem-solving response to the school secretaries (Faith Mentink, Nan Gabrielse, and Terri Hengst). They now address most, if not all of the scheduling, courses development, and grading setup questions. I still work with them through some of the bigger questions/issues, but they are taking on significant responsibilities earlier in the process.

Board Update

Oostburg School District: Finance

To: School Board Members, Administrators

From: Kris De Bruine

Date: 4/10/2019

Cash Position:

	Current Year 3-31-19		Prior Year	
	Balance	Interest Rate	Balance	
OSB Checking	\$306,009.15	0.35%	\$28,623.56	0.35%
OSB Dental Acct	\$43,010.06	0.50%	\$44,356.97	0.35%
OSB Money Market	\$2,368,953.81	1.40%	\$3,174,330.78	1.10%
OSB Bond Acct	\$969,479.98	1.20%	\$501,311.10	0.90%
LGIP – Fund 46	\$476,721.27	2.47%	\$23.20	0.00%
OSB – VANCO acct	\$19,907.43	0.00%	\$32,102.03	0.00%
OSB – Officials acct	\$566.74	0.00%	\$1,882.79	0.00%
OBS – Referendum	\$51,117.84	1.00%	\$1,002,171.29	0.90%
PMA – Fund 46	\$1,320,224.04	various	\$817,430.79	various
Cash Boxes/Petty Cash	\$1,100.00	0.00%	\$300.00	0.00%
Paypal Cash	\$856.83	0.00%	\$856.83	0.00%
TOTAL CASH	\$5,557,947.15		\$5,603,389.34	
Fund 10/27 Cash	\$2,201,204.02		\$3,173,532.73	
Fund Balance (10/27)	\$1,993,344.18		\$2,763,082.68	

- An updated (through March) report is attached as a separate document in addition to the monthly cash flow reports. Please let me know of any questions or concerns.

DPI Update:

- No DPI reports this month.

Human Resources Update:

- The action item to “buy out” an employee’s post-retirement benefit will be on this month’s agenda. I explained that in an earlier update, but if you have questions about that prior to the meeting, please let me know.
- I am recommending that the district establish a relationship with Associate Benefits and Risk Consulting (ABRC), for our benefits consulting relationship. We went through an extensive Request for Proposal (RFP) process and received five bids back. I spent time reviewing all of them and feel strongly that both The Horton Group and ABRC were our best choices. Due to a “conflict of interest” with the Horton Group, our attorney advised that we should accept the other proposal. I am confident in ABRC, as they are also my consultants in Cedar Grove. They have a specialty in Wisconsin K-12 School districts that will benefit both Kami and me. That is an action item on this month’s agenda as well.

- Our Open Enrollment meetings will occur the first two full weeks of May, which is right around the corner. I don't have the actual rates back yet; however, I'm anticipating a single digit increase, so we are not looking into any plan design changes at this point. I will start working with Prevea on our biometric screens for August and September as well. That information will be provided to employees at the Open Enrollment time.
- In March, I attended the Accounting conference that my Business Management Official's association puts on in Madison. That is always an extremely valuable conference for me, with lots of break-out sessions on human resources and personnel topics, as well as finance driven topics. I appreciate the district allowing me to attend!
- Certified staff contracts and Extra Curricular Assignments are on the agenda for approval and will require board signatures. The contracts will list the base wages; however, all supplemental compensation will say "TBD" pending the results of the Performance Compensation ratings. When the ratings are completed, we will do an Addendum to each contract with the correct compensation package included based on their compensation ratings.

Board Update

Oostburg School District: Technology

To: Members of the Oostburg School District Board
CC: Kevin Bruggink, Scott Greupink, Aaron White, Sherri Stengel, Peter Scheppmann, Kris DeBruine, Bryce DeRoos
From: Lucas Allen
Date: 4/9/2019

- Erate 471 has been filed which means we have selected services and hardware relating to internet and infrastructure. We gained a sizable increase in our bandwidth from 200 to 1000 for a bit less \$ per month, a few additional and replacement wireless access points, and some service needed on our internal fiber optic connections since their 2008 installation.
- We received our FCC license, installed our repeater and deployed 24 new handheld radios that allow us to reach anyone anywhere in the district buildings or grounds, including an all call feature for emergencies. I had been a longtime skeptic of handheld radios with the popularity of cell phones, and other communication devices we have in the district, but there is a reason that police don't rely solely on their cell phones. Handhelds make the wearer or carrier instantly reachable at the push of a button.
- Printers and copiers are 80% installed. There was a bit of trouble with 2 of the copiers not being compatible with our environment. They will be delivered on the 16th.
- We completed a project to comply with an administrative guideline to insert a student signature into student emails composed from Gmail, including, name and grade.