

ARROWHEAD UNION HIGH SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
DECEMBER 11, 2019
MINUTES

The meeting was called to order by President Rosch at 7:01 p.m. in the District Office Board Room.

Everyone rose for the Pledge of Allegiance.

Members present: Bob Rosch, Kent Rice, Sue Schultz (arrived at 7:02 p.m.), Craig Thompson, Darrell Beneker, Donna Beringer, Dave Dean, Amy Hemmer, Tim Langer

Administration present: Laura Myrah, Jeff Gross, Adam Boldt, Sue Casetta

Others present: Emma Vorpagel, Anna Pies, Greg Matlin

The meeting was properly posted.

Moved by Hemmer, seconded by Langer to approve the minutes of the November 13, 2019, Regular Board meeting as presented. Motion Carried.

Ms. Schultz arrived at this time.

Moved by Hemmer, seconded by Dean to approve the operating bill list and pay vouchers 1119, 153316-153354, 153356-153485, 201900149-201900162, and 201900164-201900179, in the amount of \$1,454,379.44 and to approve credit card expenditure transactions as presented in the amount of \$36,665.22. Motion Carried.

COMMUNICATIONS AND COMMENTS FROM MEMBERS OF THE PUBLIC –

Emma Vorpagel and Anna Pies, Arrowhead junior students, addressed the Board of Education to advocate for a change in AHS graduation requirements that would allow students who participate in athletics to earn 1 credit of the 3 credits (3 semesters) of physical education required for graduation. They shared examples of how students would benefit from this change, including a poll they conducted in which over 200 students responded and 94.5% agreed that athletes should be exempt from 1 semester of gym class. They also stated that Wisconsin law allows schools to substitute athletic extracurricular activities for gym credits and that surrounding schools have successfully implemented this policy.

Greg Mattlin introduced himself to the Board of Education. He is the Director of Business Development with SFE – Southwest Foodservice Excellence. They are a K-12 foodservice management company with headquarters in Phoenix, Arizona. Although they are fairly new to Wisconsin, Mr. Mattlin stated that SFE has experienced tremendous growth over the last 15 years; they are now in 170 school districts in 15 states. Mr. Mattlin indicated that he is here to answer any questions about his company and be involved in the district's future RFP process for foodservice management.

SUPERINTENDENT'S REPORT – Ms. Laura Myrah, superintendent, stated that the fall season activities and athletics report will be presented at the next Board of Education meeting.

Ms. Myrah also presented the School Violence Drill Written Summary Report to the Board of Education, as required by Wisconsin Act 143, and answered questions. The school violence drill was conducted on October 23, 2019. All faculty members attended mandatory school safety training on August 23, 2019; additional, optional training for staff was provided on October 15 and 17, 2019, in advance of the school violence drill.

CURRICULUM – Chairperson Schultz reported on the December 5, 2019, meeting.

Moved by Rice, seconded by Thompson to approve the 2020/2021 Course Guide and Summer School Guide, as recommended by the Curriculum Committee. Motion Carried.

Moved by Langer, seconded by Rice to approve the Instrumental Music Department: Wind Ensemble extended field trip to New York City on March 27-31, 2021, as recommended by the Curriculum Committee. Motion Carried.

The next Curriculum Committee meeting is scheduled for January 23, 2020, at 6:45 a.m.

FINANCE & LEGISLATION – Chairperson Thompson reported on the December 3, 2019, meeting.

Moved by Schultz, seconded by Thompson to accept the 2018/2019 Financial Audit Report, as recommended by the Finance Committee. Motion Carried.

Mr. Gross reviewed the cash flow line of credit commitment summary, dated December 5, 2019. It is the recommendation from administration that the taxable revolving line of credit be secured from Town Bank.

Moved by Langer, seconded by Rice to approve the Resolution Authorizing a Taxable Tax and Revenue Anticipation Promissory Note for Cash Flow Purposes In An Amount Not To Exceed \$1,500,000, Pursuant to Section 67.12(8)(a)1, Wis. Statutes, as presented, and secure the Taxable Revolving Line of Credit from Town Bank. Motion Carried.

The next meeting of the Finance Committee is to be determined.

BUILDINGS & GROUNDS – The next Buildings and Grounds Committee meeting is scheduled for January 8, 2020, at 7:00 a.m.

PERSONNEL – Ms. Myrah, superintendent, reported on the December 9, 2019, meeting. The administrative team presented two proposals to the committee related to contracted positions, which includes teachers, counselors, psychologists, and administrators. The first proposal would provide an incentive for early notification of resignation/retirement, and the second proposal would increase the liquidated damages. Currently, contracted employees are not required to notify the district of their resignation or retirement until June 15 (teachers, counselors, psychologists) or June 30 (administrators), which is the date their signed contract is due for the upcoming school year. The proposed incentive for early notification of resignation/retirement is intended to provide the district an opportunity to enter the job market earlier, when the candidate pool is larger and there are more highly qualified applicants available.

The committee reviewed the Proposal for Incentive for Early Resignation/Retirement Notification and reached consensus on a graduated plan to pay a stipend to the contracted employee for every sick day remaining on their last day of employment (maximum of 80 days) based on the date of notification of resignation/retirement, as follows: by January 15/\$25 for every sick day; by February 15/\$15 for every sick day; by March 15/\$10 for every sick day; and by April 15/\$5 for every sick day. This incentive may also reduce the number of sick days taken by the faculty member during this time and subsequently reduce the additional expense to the district for a substitute.

Ms. Myrah informed the Board of Education that since the committee meeting, she has discussed the proposal with legal counsel and was advised that courts have ruled that a payout linked to a sick day, as proposed, is considered a vested benefit that would apply to these contracted employees, even if, in the future, the Board of Education reduces or eliminates the incentive for early notification of resignation/retirement; future modifications to the incentive plan would apply to subsequent newly hired contracted employees.

After further discussion, Mr. Langer proposed that the stipend for sick leave be removed from the incentive for early notification of resignation/retirement and instead make it a fixed bonus. He proposed that the incentive plan be adopted with the provision that sick leave is not a compensable element of this plan, and thus the district is creating no vested benefit, as per the following motion:

Moved by Langer to approve the Proposal for Incentive for Early Resignation/Retirement Notification, for contracted positions, as presented in the memo of the same name, dated December 9, 2019, with the following modifications: employees providing notice of resignation/termination on or before January 15 would receive a fixed bonus of \$1,000, provided the employee uses no more than 5 days of sick leave before their last contractual date of employment; employees providing notice of resignation/termination on or before February 15 would receive a fixed bonus of \$750, provided the employee uses no more than 4 days of sick leave before their last contractual date of employment; employees providing notice of resignation/termination on or before March 15 would receive a fixed bonus of \$500, provided the employee uses no more than 3 days of sick leave before their last contractual date of employment; and employees providing notice of resignation/termination on or before April 15 would receive a fixed bonus of \$250, provided the employee uses no more than 2 days of sick leave before their last contractual date of employment.

After further discussion, President Rosch called for a second on the motion. The motion was seconded by Mr. Thompson. Discussion continued, after which President Rosch called for the question. Aye – 2 (Langer, Thompson) and No – 7. Motion Failed.

Moved by Rosch, seconded by Rice to approve the Proposal for Incentive for Early Resignation/Retirement Notification, for contracted positions, as presented in the memo of the same name, dated December 9, 2019, and as recommended by the Personnel Committee. Aye – 6, No – 2 (Langer, Beneker), and Abstain – 1 (Thompson). Motion Carried.

Moved by Rosch, seconded by Langer to approve the Proposal to Increase the Contractual Liquidated Damages, as presented in the memo of the same name, dated December 9, 2019, and as recommended by the Personnel Committee. Motion Carried.

The next meeting of the Personnel Committee is to be determined.

POLICY – The next meeting of the Policy Committee is to be determined.

WASB – The WASB Delegate Assembly will meet on January 22, 2020, and vote on the proposed 2020 Resolutions. The 2020 Wisconsin State Education Convention is scheduled for January 22-24, 2020, at the Wisconsin Center in Milwaukee.

CESA – No report.

NEW BUSINESS:

There were no employee resignations/retirements presented for action by the Board of Education.

Moved by Dean, seconded by Schultz to approve the 2019/2020 cocurricular letter of appointment for Victor Rono (Asst. Boys Swim Coach), Mary Woodson (Asst. Boys Diving Coach), and Elizabeth Jorgensen (Literary Magazine Editor; School Paper Editor), as presented. Motion Carried.

Moved by Schultz, seconded by Dean to accept the donation of \$4,000.00 from the Milwaukee Society of Plastics Engineers Education Foundation to the Technology and Engineering Education Department to further education related to the plastics industry. Motion Carried.

Moved by Langer, seconded by Hemmer that pursuant to State Statute 19.85(1)(b)(c)(e), the Board of Education will move into closed session and reconvene to address public business matters:

- Personnel matters

Roll Call Vote: Beneker – aye, Langer – aye, Thompson – aye, Beringer – aye, Rosch – aye, Rice – aye, Schultz – aye, Dean – aye, Hemmer – aye. Motion Carried. (8:11 p.m.)

Moved by Rice, seconded by Hemmer to move into open session.

Roll Call Vote: Beneker – aye, Beringer – aye, Dean – aye, Hemmer – aye, Langer – aye, Rice – aye, Rosch – aye, Schultz – aye, Thompson – aye. Motion Carried. (8:44 p.m.)

FUTURE AGENDA ITEMS – A Board of Education work session has been scheduled for January 15, 2020, at 6:00 p.m., to discuss campus facility needs.

Moved by Thompson, seconded by Beneker to adjourn. Motion Carried.

The meeting adjourned at 8:46 p.m.

Respectfully submitted,

Diane Hoag
Recording Secretary

Susan M. Schultz, Clerk