

**DeForest Area School District
Board of Education Meeting Minutes,
Monday, February 10, 2014 – 6:150 pm.**

1. Convene

President Jan Berg called the February 10, 2014 regular meeting of the DeForest Area School District's Board of Education to order at 6:15 p.m.

Board members present: Jan Berg, Mike Hirsch, Steve Tenpas, Dan Choi, Marty Palus and Christopher McFarlin. Lund arrived at 6:30 pm. Absent were: Sue Paulson and DeAnna Giovanni. Also present were administrators Sue Borden, Sue Wilson, Ann Higgins, and Vickie Adkins.

Sue Borden verified that the meeting was properly noticed.

The Pledge of Allegiance and Hands Pledge were recited.

Announcement: The Board of Education will convene into Closed Session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, in accordance with WI Statute 19.85(1)(c), {Superintendent quarterly conversation and evaluation }

On a motion by Palus, seconded by Choi, and passed unanimously by voice vote, the agenda was approved with an amendment to change the order of the Ends Discussion items so that 3.A.3 is first and 3.A.1 is third.

Christopher McFarlin recited the DeForest Area School District's Mission and Vision Statements.

2. Appearances Before the Board of Education

Public Input: None.

3. Board Business

A. Ends Discussion

3.) Alternative Compensation Committee Update – Vickie Adkins (EL 2: Communication and Support to the Board; EL 3: Treatment of Staff)

Discussion: Director of Human Resource Services, Vickie Adkins and Jen Breezee, High School English teacher, were present to report on the progress of the Alternative Compensation Committee. The committee includes representation from administrators and instructors at various career stages. They shared the committee has developed a list of guiding principles to follow as they move forward. They also created a list of concepts they want included in a new model and concepts they want to avoid. They have committed to study and do research on different compensation models, rather than hiring a consultant. They have been reviewing many different types of models. The committee had concerns that implementing a quality compensation model would mean the model would need to be completed by March 30, for implementation in the 14-15 school year. At this point that timeline seems unrealistic and so they have decided to finalize the model by fall 2014 and then take the rest of the 2014-15 school year to educate staff about the new model and the transition plan. This means that for 2014-15 the current compensation model will remain the same as is currently being implemented. Finally, the committee has been holding staff meetings at all levels to report progress to staff. Information will be shared via staff bulletin. Staff are also encouraged to provide suggestions or input directly to committee members or through a shared Google doc. It was noted that the committee has been very dedicated to this task and to finding a solution that honors the guiding principles that were developed.

- 2.) Wellness Committee update – Vickie Adkins (EL 2: Communication and Support to the Board; EL 3: Treatment of Staff)

Discussion: Director of Human Resource Services, Vickie Adkins along with two members of the Wellness Committee, Sue Augustine, Benefits Specialist and Julie McCarville, Administrative Assistant reported on the DASD Wellness Program. They explained the history and purpose of the wellness committee and summarized recent wellness activities and events provided for staff members. The activities focus on physical health, but have included an increased focus in the areas of social, mental, and financial wellness. The wellness committee and the insurance committee worked together this past year to encourage participation in the health assessment offered by the District. Onsite biometric health risk assessments were offered to all DASD employees in the spring and fall of 2013. Participation increased from 25% in 2011 and 2012 to 93% in 2013, due in part to a cash incentive. The assessment provides employees with a detailed report of their current health risks. With a goal of early risk detection and intervention, health screenings have been shown to reduce overall medical expenditures, therefore have a direct impact on health insurance rates. The district does not receive any individual employee health data, but rather receives a composite report that provides the ability to benchmark the well-being of employees against national data. This information gives the wellness committee the opportunity to target future wellness events on areas needing improvement. Augustine also reported that due to Health Care Reform taxes and fees, the district will incur a 3% increase on insurance rates in 2014, even if utilization remains flat. In preparation for that impact, both the health insurance and wellness committees will continue discussions on how to keep employees interested and motivated to pursue life-long healthy lifestyle changes.

- 1.) Staff and enrollment update, including January 2nd Friday Student Count – Ann Higgins (EL 2: Communication and Support to the Board)

Discussion: Director of Administrative Services, Ann Higgins reported on current enrollment as a result of the Second Friday January Count Day information. The overall DASD enrollment increased by eighteen students since the Third Friday Count Day in September. The highest growth over the past semester was at the middle school and 4K. Higgins shared preliminary enrollment projections for next year at each school and the resulting potential class sizes. It is important to note this information is only preliminary and many factors will influence the final numbers. Weekly ongoing monitoring by district officials continues ardently over the next months and recommendations are brought to the Board as needed. Current class size ranges are expected to change throughout the spring and summer. Higgins also explained that this will be the first year that Open Enrollment will be limited due to space. The Open Enrollment period ends April 30. More information will be shared as it becomes available.

4. Agenda Planning

- A. Follow up from TILT (Technology Integration Leadership Team) committee
- B. Framework 2.0 Follow-up
- C. Fine Arts update
- D. Linkage opportunities for Board of Education

5. Consent Agenda

- A. Accept Minutes – February 3, 2014 regular meeting.
- B. Required Approvals

Vouchers Payable/Treasurer's Report

Void: None.

Paid: 188608-188616, 188618 – 188623, 188625, 188628 – 188638, 188640 – 188642, 188644 – 188649, 188651 – 188655, 188657 – 188663, 188665 – 188673, 188677 – 188684, 188696 – 188697, 188701 –

188704, 188707, 188712, 188714 – 188715, 188719, 188722, 188724, 188726 – 188727, 188730 – 188734, 188737 – 188739, 188742 – 188743, 188746, 188748, 188750, 131401116 – 131401118, 131401120 – 131401130, 131401134 – 131401140, 131401142 – 131401146, 131401148 – 131401153, 131401155, 131401160 – 131401163, 131401165 – 131401166, 131401168 – 131401170, 131401173 – 131401177, 131401179 – 131401181.

Budget Transfer: None

Personnel Recommendations:

I. Separations: Linda Bergh – Counselor/At-Risk Teacher – EPES – retirement effective June 6, 2014

II. Leaves: None

III. Transfers: None

IV. Appointments: None

V. Reassignments: None

VI. Other: None

C. Accept Monitoring Reports

1. Administrative Monitoring Status Reports

On a motion by Palus, seconded by Lund, and passed unanimously by voice vote, the Consent Agenda was approved.

6. Linkages

Board Members: Hirsch and Choi attended the Growing Place Preschool’s Family Fun Night.

Administration: In addition to the items mentioned in Dr. Borden’s monitoring report, she also participated in a convening of mental health professionals to discuss what services Dane County has to offer, how to extend those services to the more rural school districts, and to strategically plan for increased use of services available.

7. Press Verification

No member of the press was present at this time.

8. Convene into Closed Session

Palus moved, Tenpas seconded, to move into closed session at 8:13 pm. The motion was adopted by the following vote: *Aye* – Berg, Lund, Hirsch, Tenpas, Choi, Palus & McFarlin. *No* – None. *Absent* – Giovanni, Paulson.

9. Conduct Closed Session Business

While in Closed Session, the Board conducted business in accordance with WI Statute 19.85(1)(c). [Superintendent quarterly conversation and evaluation]

10. Convene into Open Session

On a motion by Palus, seconded by McFarlin, and passed by a unanimous show of hands the Board of Education reconvened into open session at 9:12 pm.

No action was taken as a result of closed session.

11. Adjourn

The Board of Education adjourned at 9:13 pm on a motion by McFarlin, seconded by Tenpas, and passed unanimously by voice vote.

DASD BOE President

Date