

**DeForest Area School District
Board of Education Meeting Minutes,
Monday, February 23, 2015 – 6:15 pm.**

1. Convene

President Jan Berg called the February 23, 2015 regular meeting of the DeForest Area School District's Board of Education to order at 6:17 p.m.

Board members present: Jan Berg, Jeff Miller, DeAnna Giovanni, Kate Lund, Terri Treinen, Christopher McFarlin, Steve Tenpas, and Dan Choi. Jeff Pertzborn participated via Face Time. Also present were administrators Sue Borden, Vickie Adkins and Ann Higgins.

Sue Borden verified that the meeting was properly noticed.

The Pledge of Allegiance and the Hands Pledge were recited.

Announcement: The Closed Session has been canceled.

On a motion by Lund, seconded by Tenpas, and passed unanimously by voice vote, the agenda was approved, with an amendment to cancel the Closed Session.

Terri Treinen recited the DeForest Area School District's recited the Mission and Vision Statements.

2. Appearances Before the Board of Education

Public Input: Cory King, district parent commented on agenda item 3.A.2 (Teacher Compensation) and 3.A.3 (Referendum).

3. Board Business

A. Ends Discussion

1.) Eagle Scout project presentation (Big Hill trail) - John McCloskey (EL 2: Communication and Support to the Board) (Approx. 10 min.)

Discussion: Boy Scout and High School Junior, John McCloskey presented information on his eagle scout project at the District's Big Hill. He collected donations and built three benches, painted a shed and a kiosk, and created an overlook that shows off the valley where prairie flowers have been planted. He also reused wood that was to be discarded and lined the trails. He reported a total of 122 hours of work on the project.

2.) Teacher Alternate Compensation Committee feedback from listening sessions (EL 5: Compensation and Benefits; EL 2: Communication and Support to the Board) (Approx. 30 min.)

Discussion: Sue Borden, District Administrator explained the three listening sessions that have been planned for staff regarding teacher alternate compensation and two are completed at this time. She also explained other methods of feedback have been through direct communication with committee members and administrators, online survey for question/answer input, small group listening lunches and individual compensation statements. Borden explained the frequently asked question/feedback developed from the listening sessions. The FAQ will be distributed to all staff in the Staff Bulletin on Tuesday, Feb. 24.

Vickie Adkins, Director of Human Resource Services explained more about badges and professional development. According to Adkins, the Teacher Compensation Committee was sensitive to the fact

that staff at different stages in life will have more or less availability to work on badges, so the model was purposely designed to have flexibility with respect to that. Adkins explained about how the committee planned for much of badge work to be job-embedded into their normal work day. Transition from the traditional step and lane model to the new model has been causing some concern about compensation. More work needs to be done to help build familiarity with the badge concept. Part of earning a badge is the implementation and application of the learning during the school day, along with collaboration and feedback with peers. Sustainability and affordability were also considered, along with the timeline for reaching the top of the salary level. This model can allow for a cost of living increase after level changes have been distributed. After studying and comparing many models for over a year and a half, feedback continues to be collected for use by the committee and the Board of Education. The board will consider approval of the model at a future meeting (not March 9 as previously proposed). The committee plans to meet throughout next year (2015-16) to analyze the model and suggest revisions, if needed.

- 3.) Next steps in referendum planning (EL 2: Communication and Support to the Board; EL 10: Facilities) (Approx. 15 min.)

Discussion: Borden explained the latest updates on referendum planning including: communication plans, poster boards, fact sheets, key talking points, referendum newsletter that will go to all district households during the first week of March, four open houses scheduled in March, ongoing newspaper articles, and regular updates to the website.

4. Agenda Planning
 - A. Open Enrollment policy review
 - B. Student/Staff Foreign and Domestic Travel policy
 - C. MES Task Force
 - D. Local trends seen in law enforcement
 - E. Consideration of Jefferson Street extension
 - F. Transportation contract
5. Consent Agenda
 - A. Accept Minutes – February 9, 2015 regular meeting.
 - B. Required Approvals

Vouchers Payable/Treasurer's Report

Void: None.

Paid: 192565 - 192572, 192575 - 192577, 192584 - 192632, 192641 - 192644, 192651 - 192714, 192717 - 192723, 141501265 - 141501266, 141501270 - 141501286, 141501290, 141501292 - 141501296, 141501298 - 141501304, 141501306 - 141501317, 141501324 - 141501341, 141501343 - 141501348, 141501352 - 141501364, 141501366 - 141501379, 141501381 - 141501389, 201400240 - 201400241, 201400243, 201400246.

Personnel Recommendations:

I. Separations:

Jeanne Freer - Art Teacher YES - retirement effective June 10, 2015

Sandra Brill - CC Program Teacher WES - retirement effective June 10, 2015

II. Leaves:

Gretchen McClain - English Teacher DAHS - leave for 2015-16 school year - 2nd consecutive one year leave

III. Transfers:

None

IV. Appointments:

Kate Stewart - Food Service Assistant MES - replacing Chandra Diring

V. Reassignments:

None

VI. Other:

None

C. Accept Monitoring Reports

1. Administrative Monitoring Status Reports

On a motion by Tenpas, seconded by Choi, and passed unanimously by voice vote, the Consent Agenda was approved, with an amendment to postpone the Hockey Co-op agreement until the next meeting.

6. Linkages

Board Members: Berg, Giovanni & McFarlin participated in the first meeting of the Integrated Pest Management Ad Hoc Committee on February 18. Tenpas attended a listening session with area legislators on February 19. Board members are encouraged to attend on March 18 - WASB Day at the Capitol. Steve Tenpas was recognized for his years of service by the WASB.

Administration: Borden complimented JR Rauwolf on his work over the weekend to repair a boiler at the District Office.

7. Press Verification

The press was given the opportunity to clarify any proceedings or notes.

8. - 10. Closed session was canceled due to agenda amendment.

11. Adjourn

The Board of Education adjourned at 8:02 pm on a motion by Tenpas, seconded by Giovanni, and passed unanimously by voice vote.

DASD BOE President

Date