

**DeForest Area School District  
Board of Education Special Meeting Minutes,  
Monday, May 4, 2015 – 6:15 pm.**

1. Convene

President Jan Berg called the May 4, 2015 special meeting of the DeForest Area School District's Board of Education to order at 6:15 p.m.

Board members present: Jan Berg, Jeff Miller, DeAnna Giovanni, Kate Lund, Steve Tenpas, Dan Choi, Jim Pertzborn and Sue Esser. Absent was: Terri Treinen. Also present were administrators Sue Borden, Sue Wilson, Ann Higgins, Kathy Davis, and Vickie Adkins.

Sue Borden verified that the meeting was properly noticed.

The Pledge of Allegiance was recited.

On a motion by Tenpas, seconded by Lund, and passed unanimously by voice vote, the agenda was approved.

Dan Choi recited the DeForest Area School District's Mission and Vision Statements.

2. Appearances Before the Board of Education

Public Input: Greg Vandehey spoke on behalf of DAEA Leadership and the Board's consideration of Teacher Alternate Compensation Model - Version 2.

3. Board Business

A. Ends Discussion

1.) Explanation & clarification of Teacher Alternate Compensation Model - Version 2.0 (EL 5: Compensation and Benefits; EL 2: Communication and Support to the Board) (Approx. 60 min.)

Discussion: Sue Wilson, Director of Instruction, Vickie Adkins, Director of Human Resources, Ann Schoenberger, Eagle Point Elementary Principal, Lori Kvalheim, Chris Smith, Sarah Gorres, and Greg Gorres, District Instructors and Kathy Davis, Director of Business and Auxiliary Services reported on components of the teacher alternate compensation model that were considered by the compensation committee. Wilson began by reviewing historical salary schedules. Davis reported on the post Act-10 impact on the school district and staff financially as well as programming, benefits, staffing and other changes. She also explained considerations with Version 2 for long-term future financial planning for the district. Adkins reviewed the guiding principles for compensation adopted by the Board. She also provided an analysis of Dane County school districts salary comparisons. She then explained the guiding principles for teacher compensation developed by the compensation committee. Next the panel explained the salary transition from the current and former models to the new model and reviewed in detail the Version 2.0 Teacher Salary Framework. Examples of options for attaining pay increases, credits, or PDC's (Professional Development for Compensation) were shared. Since the committee held listening sessions, changes to the original model presented were made, resulting in Version 2 of the Teacher Compensation Model. Changes were summarized. Required points needed to move through the levels of the model were discussed. Committee members gave final comments about the process and the model. The Board asked questions throughout and after the presentation.

2.) Discuss feedback from April 22, 2015 Board Listening/Dialogue Session with District teachers on the Teacher Alternate Compensation Model - Version 2.0 (EL 5: Compensation and Benefits; EL 2: Communication and Support to the Board) (Approx. 60 min.)

Discussion: The Board discussed observations from the listening session on April 22, particularly culture and staff morale issues. It was suggested that the entire staff be offered an opportunity to give input on the culture and climate of the district. Jeff Miller volunteered to be a part of determining how.

4. Press Verification

No member of the press was present at this time. Attended earlier.

5. Adjourn

The Board of Education adjourned at 9:01 pm on a motion by Tenpas, seconded by Lund, and passed unanimously by voice vote.

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DASD BOE President

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Date