

REGULAR MEETING MINUTES  
BOARD OF EDUCATION – SCHOOL DISTRICT OF COLBY  
MONDAY, MARCH 19, 2012  
COLBY DISTRICT/EDUCATION CENTER

The Regular School Board Meeting on March 19, 2012, was called to order at 7:30 p.m. in the Colby District Education Center by Board President, William Tesmer. Members present were Dennis Engel, Eric Elmhorst, Edward Haas, Todd Schmidt, Cheryl Ploeckelman, Donna Krueger, William Tesmer and student board member Hanah Woik Also present were Superintendent Steven Kolden and Chris Thieme.

The meeting notice was posted according to the requirements of the open meeting law.

Special Education Staff Ms. Bertram, Ms. Tesmer and Ms. Penry were present to demonstrate the benefits of using the iPad with students. Many applications can be downloaded free of charge or for very little cost. Students needing life skills can access cooking demonstrations, making a bed and other necessary skills for daily living. The iPad also grabs their attention and makes learning enjoyable.

A Thank You was received from the Rick Londre Family.

Ms. Woik, Student Board Representative, reported that all winter sports have successfully ended and spring sports are starting practices. The Spanish Club will take a trip to Madison. The “Spread the Word to End the Word” campaign has been successful. Student sold T-shirts and participated in activities. The word is ‘Retarded’. The Colby M.S. and H.S. National Honor Societies assisted with the Special Olympics Program.

Mr. Kolden congratulated the Special Olympics Basketball Team for placing 2<sup>nd</sup> during sectional play. The Chamber of Commerce has invited Colby School District to host “Business After Hours”. Businesses from Abbotsford and Colby come together for an informal event to network, exchange ideas, communicate and socialize. A motion to approve payment of sick leave to a retiring employee to be used for medical expenses needs to be rescinded due to legalities. Mr. Kolden passed around a copy of the Clark County Economic Development Corporation Newsletter featuring the billboards placed throughout the county advertising Clark County Schools. WASDA has notified the school district of changes to the canvassing of the school board election. The Medford Legislative Meeting on April 16<sup>th</sup> has 4 legislators or candidates confirmed to attend, 3 have declined and 6 have not responded. The WASB has sent updates to the Employee Handbook. Mr. Kolden distributed a pie graph showing the district budget divided into labor and non-labor costs. Labor costs take 78% of the budget, thus as reductions in expenditures are required to balance a budget, the reductions will be in staff that are required to accommodate programs and activities. The Curriculum Planning and Development Committee has revised the Process for K-12 Curriculum Revision including Understanding, Alignment, Implementation, and Reflection & Development. The board reviewed the Writing Rubric (Measurement) for grades 2-12.

Motion by Mrs. Ploeckelman, seconded by Mr. Schmidt to approve the Consent Agenda. Voice vote - Motion carried. Consent Agenda Items Approved:

Minutes of the February 20, 2012 Regular Board Meeting.

Middle School Choir Trip to Gurnee, IL.

Attendance and Payment of Expenses for Mr. Engel, Mrs. Krueger and Mrs. Ploeckelman to attend the Legislative Meeting at Medford.

Attendance and Payment of Expenses for Mr. Schmidt, Mr. Elmhorst and Mrs. Ploeckelman to attend the Clark County Boards Meeting.

Request from Christine Thieme to retire as of June 30, 2012.

Employ Deborah Bloome as MS ELL Paraprofessional.

Motion by Mrs. Krueger, seconded by Mr. Engel to approve the receipts and expenses as reviewed. Voice vote – Motion carried.

Financial Report

February Revenue Receipt #489538-489579

\$ 1,178,503.79

Mid Wisconsin Bank Wires #1340-1347	113,482.89
Community Bank Regular Checks #29050-29105	13,406.30
Direct Deposit #9044765-9045099	252,333.94
Dorchester State Bank Checks #62161-62307	400,120.26

The board reviewed the Budget and Expenses Report as of March 19, 2012.

Mrs. Ploeckelman attended the Labor Law Seminar. There is a new policy on pupil records and student information provided in a directory. A conflict of interest exists for board members in situations where a spouse or an employee is providing income to the board member's household.

Mr. Kolden shared the feedback from the calendar survey. Approximately 180 people participated in the survey. The survey was available on the district's website.

There are revisions to Employee Handbook, Part II and Part IV, Section 8 and Section 9 – Post-Employment Benefits as recommended by legal counsel. The revised language is included in the Part II to be approved later in the agenda. Mr. Engel requested further study into the financial/actuarial costs of this benefit.

Motion by Mr. Schmidt, seconded by Mr. Elmhurst to designate an implementation date of July 1, 2012 for Employee Handbook, Part I (approved last month), Sections 9.01, 9.02, 9.03, 9.04, 9.07, 11.01, 11.02, 12.01, 12.03 and 12.04. Roll call vote: 5 Yes, 0 No, 2 Abstain Mr. Tesmer, Mrs. Ploeckelman. Motion carried 5-0-2.

Motion by Mr. Haas, seconded by Mr. Schmidt to approve Employee Handbook Part II – Professional Non-Supervisory Salaried Employees (Teachers) as presented. Roll call vote: 6 Yes, 0 No, 1 Abstain Mrs. Ploeckelman. Motion carried 6-0-1.

Motion by Mr. Elmhurst, seconded by Mr. Schmidt to approve Employee Handbook Part III – Non-Exempt Hourly Employees (Support Staff) as presented. Roll call vote: 6 Yes, 0 No, 1 Abstain Mr. Tesmer. Motion carried 6-0-1.

Motion by Mrs. Ploeckelman, seconded by Mr. Elmhurst to approve Employee Handbook Part IV – Exempt Executive Support, Specialists, Supervisory and Administrative Employees as presented. Roll call vote – Motion carried 7-0.

Motion by Mr. Schmidt, seconded by Mr. Engel to approve Employee Handbook Part V – Co-Curricular Employees as presented. Roll call vote: 5 Yes, 0 No, 2 Abstain Mr. Tesmer, Mrs. Ploeckelman – Motion carried 5-0-2.

Motion by Mr. Elmhurst, seconded by Mr. Haas to approve Employee Handbook Part VI – Substitute Employees as presented. Roll call vote: 6 Yes, 0 No, 1 Abstain Mrs. Ploeckelman – Motion carried 6-0-1.

Motion by Mr. Schmidt, seconded Mr. Elmhurst to approve the Employee Handbook Appendix as presented. Roll call vote – Motion carried 7-0.

Motion by Mr. Elmhurst, seconded by Mr. Haas, to designate implementation date of July 1, 2012 for Employee Handbook Part III Sections 5.02 & 6.01, Part IV Section 7.02, Part VI Section 2.04. Roll call vote: 6 Yes, 0 No, 1 Abstain Mr. Tesmer – Motion carried 6-0-1.

Motion by Mr. Engel, seconded by Mr. Schmidt to approve the 2012-2013 School Calendar as presented and establish May 24, 2013 as the date for graduation. Voice vote – Motion carried.

Motion by Mr. Schmidt, seconded by Mr. Elmhurst to approve a 66.0301 Shared Services Agreement with Abbotsford to host the NTC Marketing Program. Voice vote – Motion carried.

Motion by Mrs. Ploeckelman, seconded by Mr. Elmhurst to approve the addition of a District Chemical Hygiene Coordinator position to be responsible for handling and coordinating Materials Safety Data Sheets documentation and required reporting. Voice vote – Motion carried.

Motion by Mr. Schmidt, seconded by Mr. Haas to approve adding Owen-Withee, if requested, to our Abbotsford / Colby Wrestling Coop. Voice vote – Motion carried.

Motion by Mr. Engel, seconded by Mrs. Ploeckelman to approve as a First Reading, Board Policies #162 New School Board Member Orientation (striking the word Vice in Paragraph 2), #164 Board Member Compensation and Expense Payments, #381 Teaching About Controversial Issues, #423 Open Enrollment, #522.1 Drug Free Workplace, #522.5 Staff Participation in Political Activities, #524 Staff Gifts, Rebates, Discounts, #532.4 Emergency Sick Leave Pool, #690 Disposal of District Equipment, #720 Safety Program. Voice vote – Motion carried.

Motion by Mrs. Ploeckelman, seconded by Mr. Schmidt to delete Policy #536.3 Exhibit – Article XI-Retirement as it is no longer needed. Voice vote – Motion carried.

Motion Mrs. Ploeckelman, seconded by Mr. Haas to delete policies and exhibits and move them to Administrative Procedures as follows: Exhibit #533(5) - Application for Certified Employment; Exhibit #537(3)(4)(5)(6) – Professional Growth Plan; Exhibit #538(1)(2) – Teacher Observation Report/Evaluation form; Policy and Exhibit #672.1 – Notice for Milk Bids; Exhibit #723.3 - Emergency School Closing. Voice vote – Motion carried.

Motion by Mrs. Ploeckelman, seconded by Mr. Engel, to convene in closed session per Wisconsin Statutes 19.85 (1). c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: Superintendent Position Evaluation; CEA Salary Negotiations; Possible Employee Nonrenewal. Roll call vote – Motion carried 7-0.

Motion by Mr. Engel, seconded by Mrs. Krueger, to move from closed session and to reconvene in open session as previously announced. Voice vote - Motion carried.

Motion by Mrs. Krueger, seconded by Mr. Schmidt to approve a 1.64% Consumer Price Index increase in base wages for the Colby Education Association with Credit payments and PDP recognition deducted from the total CPI pool and \$1000.00 to be allocated to all CEA Positions paid below \$32,500.00 in base salary with the remaining CPI pool dollars divided equally by all Colby Education Association Full Time Equivalency Staff. Roll call vote: 6 Yes, 0 No, 1 Abstain Mrs. Ploeckelman – Motion carried 6-0-1.

Meetings Scheduled:

Regular Board of Education Meeting – April 23, 2012 – 7:30 p.m. - CDEC  
Board of Education Reorganization Meeting – April 23, 2012 – 7:30 p.m. -  
Facilities & Transportation Committee – Need to schedule.  
Policy & Curriculum Committee – Need to schedule.

Motion by Mrs. Krueger, seconded by Mr. Engel, to adjourn the meeting. Meeting adjourned at 10:09 p.m.

Respectfully Submitted:

Edward Haas, Clerk

Chris Thieme, Reporting Secretary