School District of Altoona

Dr. Connie Biedron, Superintendent

ALTOONA BOARD OF EDUCATION<br>Regular Meeting<br>Altoona Commons Addition<br>October 21, 2013<br>8:00 p.m.<br>Agenda

1. Call to Order
2. Roll Call
3. Reading of Public Notice
4. Pledge of Allegiance
5. Rules for Meeting
6. Approval of Minutes
a. October 7, 2013 Regular Meeting
7. Public Participation (All remarks are to be addressed to the Board; discussion among citizens present is not permitted. Board members may ask questions of a speaker; however, no formal deliberations are allowed at this time.)
a. Non-Agenda items - public comment and concern
b. Agenda items - public comment and concern
8. Treasurer's Report
a. Approval of Checks for Payment
(1) General fund checks totaling \$643,688.84
(2) Student activity fund checks totaling $\$ 827.02$
(3) Debt service checks totaling $\$ 22,496.25$
b. Approval of Treasurer's Report
9. Information
a. Committee Reports
(1) Community Education Partnership Council, October 9
b. President's Report
(1) Proposal for Policy Development
(2) WASB Employment and School Law Seminar, October 10-11
(3) Legislative Breakfast Meeting, October 14
(4) WASB Region 4 Fall Meeting, October 16
(5) WASB Legislative Advocacy Conference, November 9
c. Superintendent's Report
(1) Request to City Council to Address Safety, Traffic Concerns, October 10
(2) Cluster A Professional Development Day, October 11
(3) WASDA Drive-in, October 16
(4) School Perceptions Survey Participation
(5) Professional Educator Compensation Rate for Providing Coverage
(6) Other Updates, News and Events
10. Board Action - Consent Agenda (Items included on the Consent Agenda are routine in nature, or have been discussed at a previous meeting. These items will be acted upon by one vote without discussion. If a board member wants to discuss any item, it will be pulled out of the consent agenda and voted on separately under Board Action after Consideration and Discussion.)
a. Consider Adoption of the Budget as presented at the Annual Meeting
b. Consider Depositories for 2013/14
c. Consider Declaration of Posting Places for Board Meetings Agendas and Minutes
d. Consider Annual Appointment of Board Secretary for 2013/14
e. Consider Annual Appointment of Deputy Clerk for 2013/14
f. Consider Authorizing Use of Facsimile Signatures
g. Consider Approval of the Release of Funds for Time-Sensitive Payables
h. Consider Approval of Legal Counsel
i. Consider Appointment of Safety Officer for 2013/14
j. Consider Appointment of Chemical Hygiene Officer for 2013/14
k. Consider Appointment of Medical Advisor for 2013/14
11. Consider Medical Term Abbreviations List
12. Board Action after Consideration and Discussion
a. Consider Setting Tax Levy for 2013 as per the Annual Meeting Resolution
13. Adjournment

The vision of the Altoona School District, in partnership with our students, their families, and our community, is to build a foundation for life-long learning and the emotional well-being of our students. We are dedicated to offering large school opportunities with a small school approach.

## ALTOONA SCHOOL BOARD AGREEMENT

- We base our decisions on the best interest of the students.
- We are guided by our Vision, Mission and our Strategic Plan.
- We believe that every employee makes a contribution to the success of every student.
- We conduct ourselves within commonly understood principles of integrity.
- We listen carefully and respectfully to ensure all voices are heard.
- We practice good stewardship of our tax dollars.
- We seek to operate with as much transparency as possible.
- We do not engage in drama or political rhetoric.
- We seek a way around obstacles; reframing from an attitude of "we can't," to "how can we?"

Adopted: 9/19/11
Amended: 1/21/13


# School District of <br> Altoona 

1903 Bartlett Avenue Altoona, WI 54720
715-839-6032 715-839-6066 FAX

Dr. Connie Biedron, Superintendent
www.altoona.k12.wi.us

ALTOONA BOARD OF EDUCATION<br>Regular Meeting<br>Altoona Commons Addition<br>October 7, 2013<br>6:30 p.m.

1. The Regular Meeting of the Altoona Board of Education was called to order by board president, Helen Drawbert at 6:32 p.m. in the Altoona commons addition.
2. Roll call was taken and the following were present:

Helen S. Drawbert, President
Robin E. Elvig, Vice President
Michael J. Hilger, Clerk
Bradley D. Poquette, Treasurer
David A. Rowe, Member
Dr. Connie M. Biedron, Superintendent
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. Report of notice was given. All posting requirements were met and posting places are noted: Altoona City Hall, Altoona Post Office, school district office, high school office, middle school office, and elementary school office.
4. Pledge of Allegiance
5. Rules for Meeting
6. New staff were introduced and welcomed.
7. Approval of Minutes. a. September 16, 2013 Regular Meeting. Motion by Elvig to approve the minutes with a correction to the roll call and roll call votes to reflect that Michael Hilger was absent and that all votes were carried 4-0. Motion second by Rowe. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0.
8. Public Participation. a. Non-Agenda items - public comment and concern. (1) Gary Buske, teacher, expressed disappointment related to compensation rates for coverage provided during the work day. (2) Sheila Presler introduced the Altoona Parent Partners (APP) and shared their mission, objectives and guiding principles. (3) Dave Rowe announced that the high school band will march in the UW-EC Homecoming Parade on Saturday. (4) Helen Drawbert reminded board members of the Meet and Greet sessions scheduled from 5:30-6:30 p.m. at the second board meeting of the month. Mike Hilger will host on October 21. (5) Helen Drawbert recognized Mike Hilger for his "Subscriber Submission" that was published in State Superintendent Tony Evers’ DPI ConnectEd newsletter on October 2. Mike’s submission was titled Breakfast as Achievement Booster. b. Agenda items - public comment and concern. None.
9. Treasurer's Report. a. Approval of Checks for Payment. Motion by Elvig to approve general fund checks totaling $\$ 888,240.74$ and student activity fund checks totaling $\$ 1,678.20$ as presented, seconded by Hilger. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0.
10. School Showcase. a. Student Representative's Update. Not presented. b. School Health Report. Anita Schubring, school nurse, presented the School Health Report for the 2012/13 school year. The report covered topics such as services provided to students with special health needs, chronic illnesses and conditions, number of students with communicable diseases, medication administration, Medicaid billing, health screenings provided, services provided to staff, and training provided to staff and students. Behavioral/mental illness was listed as the primary health concern for 2012/13.
11. Information. a. Committee Reports. (1) Budget Development Committee. Committee chair Mike Hilger, reviewed the September 18 meeting and documents presented. Those included the budget timeline for 2013-2015, a monthly revenue chart and a cash flow computation. As per the budget timeline, the budget development committee will also meet in February and April. b. General Information. None. c. President's Report. (1) Legislative Breakfast. The Eau Claire school board will host the October 14 breakfast at Norske Nook, 7:30 to 9:00 a.m. (2) Fall Regional Meeting. The Region 4 Fall Meeting is scheduled for October 16 at the 29 Pines in Eau Claire. (3) WASB Legislative Advocacy Conference. The 2013 Legislative Advocacy Conference will be held on November 9 at the Holiday Inn, Stevens Point. The conference will examine the changing environment for public education with a focus on increasing competition for students and funding, and new strategies to engage parents, community members and legislators. If attending, board members should let Joyce know by October 25. (4) Book Study Process. Time was scheduled on Thursday, November 21 from 8:30 to 11:00 a.m. for discussion of The School Board Fieldbook, Leading with Vision. Helen assigned chapters for each to report on. d. Superintendent's Report. (1) Fall Superintendent's Conference. Dr. Biedron shared highlights from the Fall Superintendent's Conference she attended in Madison, September 25-27. Her registration included a workshop for second-year superintendents. (2) Coffee with Connie. The most recent Coffee with Connie session was held on October 2. (3) Library Board Meeting. Dr. Biedron gave an overview from the October 3 meeting. (4) Community Information Forum. A community information forum scheduled for October 8, 7 to 8:30 p.m. in the Commons Addition was announced. The School Perceptions survey deadline is October 14. Results will be presented to the board on November 4. (5) Cluster Inservice. Plans for the October 11 Cluster A teacher inservice were shared. (6) School and District Report Cards for 2012/13. School Report Cards for 2012/13 were released statewide on September 17. In our district, Pedersen Elementary and Altoona High School received "Exceeds Expectation" ratings, and Altoona Middle School received a rating of "Meets Expectations." New this year, District Report Cards were also released. The district also received a "Meets Expectations" rating. (7) Third Friday in September Reports. Reports prepared in conjunction with the Third Friday in September were presented. As of September 20, 2013, student enrollments (4k-12) were as follows: Pedersen, 607; intermediate school, 219; middle school, 304; and high school, 441 for a total of 1571 . Also as of that date, 217 nonresident students were attending in district schools, compared to 129 resident students that attend school in another district. (8) Parking Recommendation to City Council. The administration will meet with the city council on October 10 to present a request for uniform signage on the streets surrounding the campus. (9) Race to the Top Grant. CESA 10 submitted the Race to the Top District Grant application on behalf of the 28 school district's participating in the consortium. Grant award notifications are expected before the end of 2013. (10) Discussion Regarding Student Insurance for 2014/15. Continuation of insurance coverage for student accidents in the 2014/15 school year was discussed. If the board votes to continue the program for 2014/15 (see 12 k .), the topic will be included on the Annual Meeting agenda for citizen authorization. Under a $\$ 1000$ deductible, the premium for coverage this school year is $\$ 18,002$. (11) Other Updates, News and Events. Dr. Biedron noted the following: a visit to the house ( $8097^{\text {th }}$ Street West), an upcoming visit to Adlai Stevenson High School, a CVTC Great Lakes grant project, follow-up process with new staff, and video messaging options.
12. Board Action after Consideration and Discussion. a. Consider Resignation of Food Service Employee. Motion by Rowe to accept the resignation of Cindy Hanson as presented, seconded by Elvig. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. b. Consider Resignation of $7^{\text {th }}$ Grade Basketball Coach. Motion by Elvig to accept the resignation of Stacy Winsand, $7^{\text {th }}$ grade basketball coach as presented, seconded by Rowe. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0.c. Consider Resignation of $8^{\text {th }}$ Grade Football Coach. Motion by Elvig to accept the resignation of Kevin Camastral, $8^{\text {th }}$ grade basketball coach as presented, seconded by Poquette. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0.
d. Consider Recommendation to Fill Extracurricular Positions. Motion by Rowe to employ coaches/advisors for the 2012/13 season as recommended: Joe Harris, $8^{\text {th }}$ grade football; Greg Emerson, middle school girls' tennis; Sandy Strobush, middle school volleyball; Robin Burk, high school drama assistant; Mark Nordby, middle school boys' basketball; Jeff Calkins, middle school boys' basketball and middle school girls' basketball; and Kenneth Bucholz, high school hockey assistant. Motion second by Hilger. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0.
e. Consider Approval of Leadership Teams for Intermediate and Middle Schools. Motion by Elvig to approve the intermediate/middle school academic and behavioral leadership teams as recommended: Mary Stamos, Chris Gutsch and Melisa Martin, intermediate school, and Jill Phippen, Kim Wardean, Colleen Chmelik, and Terri Hanson, middle school, seconded by Hilger. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. f. Consider Recommendation for Additional Part-time Limited-Term Early Childhood Special Education Aide Position. Postponed.g. Consider Recommendation for Increase in FTE to Full-Time for Special Education Teacher. Motion by Elvig to approve the increase in FTE to full-time for DeAnn Halverson, special education teacher, seconded by Rowe. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0.h. Consider Approval of Job Description for Administrative Assistant - School Office. Motion by Rowe to approve the Administrative Assistant - School Office Job Description as presented with the addition of a bullet under the "Personal Attributes Required" category to reflect that the administrative assistant must be friendly, welcoming and positive. Motion second by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. i. Consider Youth Options Intentions List for Semester 2 2013/14. Motion by Rowe to approve the Youth Options Intentions List for second semester of the 2013/14 school year as presented, seconded by Elvig. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. j. Consider Amendment to Policy 830 - Community Use of School Facilities. Motion by Elvig to approve the amendment to Policy 830 as presented, seconded by Poquette. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0. k. Consider Student Insurance for 2014/15. Motion by Rowe to continue to offer student insurance in 2014/15, seconded by Drawbert. Elvig, no; Rowe, no; Hilger, no; Poquette, no; Drawbert, no. Motion failed 0 (yes) -5 (no). (See 11.d.(10))
13. Adjournment. Motion by Elvig to adjourn at $8: 49$ p.m., seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, October 21, 2013 at 8:00 p.m. in the Altoona commons addition. This meeting will follow the Annual Meeting, to be held at 6:30 pm. in the Altoona commons addition, 1827 Bartlett Avenue.

Joyce M. Orth CAP, Board Secretary

## District Clerk

## Date

The vision of the Altoona School District, in partnership with our students, their families, and our community, is to build a foundation for life-long learning and the emotional well-being of our students. We are dedicated to offering large school opportunities with a small school approach.

| CHECK DATE | CHECK NUMBER | ACCOUNT NUMBER |  | VENDOR | INVOICE | OUNT | POST MONTH |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 10/03/2013 | 128715 | 50 R 800 | 251257220 | WIEBE, BRENT | Return of lunch money Totals for 128715 | $\begin{aligned} & -10.75 \\ & -10.75 \end{aligned}$ | October |
| 10/15/2013 | 129391 | 10 E 400 | 949162308 | OSSEO-FAIRCHILD SCHOOL DISTRCT | entry fee CC 10/3/13 <br> Totals for 129391 | $\begin{aligned} & -90.00 \\ & -90.00 \end{aligned}$ | October |
| 10/07/2013 | 129438 | 10 L 000 | 000811680 | OKLAHOMA DEPARTMENT OF HUMAN S | S Payroll accrual <br> Totals for 129438 | $\begin{aligned} & 74.91 \\ & 74.91 \end{aligned}$ | October |
| 10/07/2013 | 129439 | 10 L 000 27 L 000 | $\begin{aligned} & 000811680 \\ & 000811680 \end{aligned}$ | WI SCTF <br> WI SCTF | Payroll accrual <br> Payroll accrual Totals for 129439 | $\begin{array}{r} 46.98 \\ 7.02 \\ 54.00 \end{array}$ | October <br> October |
| 10/03/2013 | 129459 | 10 E 400 | 411122000 | ALTOONA HOT LUNCH PROGRAM | ```Carmel apples for English 12 "You Are What You Eat" Unit Totals for 129459``` | $\begin{aligned} & 80.00 \\ & 80.00 \end{aligned}$ | October |
| 10/03/2013 | 129460 | 10 E 800 | 358221910 | CHARTER COMMUNICATIONS | ```Internet Access for PreK house ACCOUNT 8245 11 460 0040346 Totals for 129460``` | 29.99 29.99 | October |
| 10/03/2013 | 129461 | 10 E 100 | 337253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 516651675168 51715174 6210``` | 447.03 | October |
|  | 129461 | 10 E 100 | 338253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 51665167 5168 51715174 6210``` | 476.02 | October |
|  | 129461 | 10 E 200 | 337253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 516651675168 51715174 6210``` | 489.40 | October |
|  | 129461 | 10 E 200 | 338253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 516651675168 51715174 6210``` | 550.20 | October |
|  | 129461 | 10 E 400 | 337253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 516651675168 51715174 6210``` | 234.46 | October |
|  | 129461 | 10 E 400 | 338253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 51665167 5168 51715174 6210``` | 48.54 | October |
|  | 129461 | 10 E 100 | 339253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 51665167516851715174 6210``` | 1,853.57 | October |
|  | 129461 | 10 E 200 | 339253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 516651675168 51715174 6210``` | $1,805.44$ | October |
|  | 129461 | 10 E 400 | 339253300 | CITY OF ALTOONA | ```Water & Sewer for the following accounts: 5165 516651675168 51715174 6210 Totals for 129461``` | 492.25 $6,396.91$ | October |
| 10/03/2013 | 129462 | 10 E 800 | 293291000 | EDUCATORS BENEFIT CONSULTANTS | POST EMPLOYMENT BENEFITS - <br> STRUCK AND KNUDSON <br> Totals for 129462 | 750.00 750.00 | October |
| 10/03/2013 | 129463 | 80 E 200 | 949162308 | SCHOOL DISTRICT OF GREENWOOD | ms cross country entry fee | 40.00 | October |




POST


10/10/2013 12949710 E 800411211100 PEARSON EDUCATION

| $10 / 10 / 2013$ | 12949810 E 200310122000 | SCHOLASTIC INC |
| :--- | :--- | :--- | :--- |
| $10 / 10 / 2013$ | 12949910 E 400411125400 THE MUSICIAN'S CHOICE, LLC |  |

10/10/2013 12950010 E 100411110200 TIME FOR KIDS

| 10/10/2013 | 12950110 E 800730270000 UNEMPLOYMENT INSURANCE |
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| $10 / 10 / 2013$ | 12950210 E 800310231500 WELD, RILEY, PRENN \& RICCI |





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10/03/2013 13140019410 E 400310162210 KLINE, PATRICK
10/03/2013 13140019510 E 400310162210 SANDEN, BRUCE

10/03/2013 13140019680 E 200310162210 STEIN, MATTHEW

10/03/2013 13140019710 E 400310162121 SUMNER, JOHN
13140019710 E 400310162210 SUMNER, JOHN

| $10 / 03 / 2013$ | 131400198 | 10 | E 400 | 310 | 162121 | TRAVIS, ETHYN |
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| 131400198 | 10 | E 400 | 310 | 162210 | TRAVIS, ETHYN |  |
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Dean Foods/blanket order
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Dean Foods/blanket order Totals for 131400200

Dominos Pizza/blanket order
Dominos Pizza/blanket order Totals for 131400201

Earthgrains/Bimbo Bakeries blanket order

Earthgrains/Bimbo Bakeries blanket order
Earthgrains/Bimbo Bakeries blanket order
Earthgrains/Bimbo Bakeries
blanket order Totals for $131400202 \quad 352.85$

| 10/03/2013 | 131400204 | 50 | E | 800 | 415 | 257210 | INDIANHEAD | FOODSERVICE | DISTRIB | Indianhead Foodservice/blanket order | 490.19 | October |
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|  | 131400204 | 50 | E | 800 | 415 | 257220 | INDIANHEAD | FOODSERVICE | DISTRIB | Indianhead | 2,327.67 | October |
|  |  |  |  |  |  |  |  |  |  | Foodservice/blanket order |  |  |
|  | 131400204 | 50 | E | 800 | 415 | 257250 | INDIANHEAD | FOODSERVICE | DISTRIB | Indianhead | 73.06 | October |
|  |  |  |  |  |  |  |  |  |  | Foodservice/blanket order |  |  |
|  | 131400204 | 50 | E | 800 | 419 | 257220 | INDIANHEAD | FOODSERVICE | DISTRIB | Indianhead | 72.18 | October |
|  |  |  |  |  |  |  |  |  |  | Foodservice/blanket order |  |  |
|  | 131400204 | 50 | E | 800 | 415 | 257210 | INDIANHEAD | FOODSERVICE | DISTRIB | Indianhead | 675.64 | October |
|  |  |  |  |  |  |  |  |  |  | Foodservice/blanket order |  |  |
|  | 131400204 | 50 | E | 800 | 415 | 257220 | INDIANHEAD | FOODSERVICE | DISTRIB | Indianhead | 2,564.06 | October |

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| 10/07/2013 | 201300128 | 80 L 000000 | 811612 | WELLS | FARGO BANK |
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|  | 201300128 | 27 L 000 000 | 811611 | WELLS F | FARGO BANK |
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| INVOICE |  | POST |
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| DESCRIPTION | AMOUNT | MONTH |
| Payroll accrual | 165.52 | October |
| Payroll accrual | 18,228.28 | October |
| Payroll accrual | 3,256.41 | October |
| Payroll accrual | 658.06 | October |
| Payroll accrual | 125.06 | October |
| Payroll accrual | 4,263.10 | October |
| Payroll accrual | 761.59 | October |
| Payroll accrual | 153.88 | October |
| Payroll accrual | 29.27 | October |
| Totals for 201300128 | 59,647.57 |  |

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97.50 October
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7.50 October
$15,046.10$ October
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364.17 October
87.94 October
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15,515.06 October
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| $10 / 07 / 2013$ | 20130013910 L 000000811614 DIVERSIFIED BENEFIT SERVICES I Flex plan charges |
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| Totals for 201300139 |  |


| 10/08/2013 201300141 | 10 L 000000811614 DIVERSIFIED BENEFIT SERVICES I Flex plan charges |
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$\begin{array}{rllllll}10 / 08 / 2013 & 201300142 & 10 & \text { E } & 100 & 249 & 110000 \\ & 201300142 & 10 & \text { E } & 100 & 249 & 110100\end{array}$ 20130014210 E 100249110101 20130014210 E 100249110200 20130014210 E 100249110300 20130014210 E 100249143000 20130014210 E 100249213000 20130014210 E 100249241000 20130014210 E 100249253300 20130014210 E 100249110100 20130014210 E 100249110101 20130014210 E 100249110200 20130014210 E 100249110300 20130014210 E 200249120000 20130014210 E 200249120600 20130014210 E 200249121000 20130014210 E 200249122000 20130014210 E 200249123000 20130014210 E 200249124000 20130014210 E 200249125400 20130014210 E 200249125500 20130014210 E 200249125510 20130014210 E 200249126000 20130014210 E 200249127000 20130014210 E 200249132700 20130014210 E 200249141000 20130014210 E 200249143000 20130014210 E 200249213000 20130014210 E 200249241000 20130014210 E 200249241100 20130014210 E 200249253300 20130014210 E 200249254300 20130014210 E 400249121000 20130014210 E 400249122000 20130014210 E 400249123000 20130014210 E 400249124000 20130014210 E 400249125400 20130014210 E 400249125500 20130014210 E 400249126000 20130014210 E 400249127000 20130014210 E 400249141000 20130014210 E 400249143000 20130014210 E 400249213000

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## AMOUNT

5.49 October
2.75 October
5.49 October
1.83 October
3.66 October
1.37 October
1.83 October
0.79 October
1.30 October
2.75 October
0.90 October
3.66 October
3.66 October
1.83 October
1.83 October
0.24 October
3.66 October
0.24 October
1.83 October
1.46 October
1.83 October
1.83 October
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1.83 October
1.83 October
1.83 October
1.83 October
1.83 October
18.30 October
0.73 October
0.53 October
0.92 October
1.83 October
3.66 October
5.49 October
1.83 October
16.47 October
1.83 October
0.51 October
1.37 October
1.83 October
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1.83 October
1.83 October
2.42 October
0.46 October
0.37 October
0.37 October
0.73 October
0.46 October
1.65 October
1.83 October
1.83 October
0.92 October
3.66 October

| CHECK <br> DATE | CHECK <br> NUMBER | ACCOUNT <br> NUMBER |  |  | VENDOR |  |
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| 10/14/2013 | 201300143 | 10 L 000 | 000 | 811614 | DIVERSIFIED | BENEFIT |
| 10/14/2013 | 201300144 | 10 E 100 | 320 | 254490 | E O JOHNSON | COMPANY |
|  | 201300144 | 10 E 200 | 320 | 254490 | E O JOHNSON | COMPANY |
|  | 201300144 | 10 E 400 | 320 | 254490 | E O JOHNSON | COMPANY |
|  | 201300144 | 10 E 800 | 320 | 254490 | E O JOHNSON | COMPANY |
|  | 201300144 | 50 E 800 | 320 | 257220 | E O JOHNSON | COMPANY |

10/14/2013 20130014510 E 800682283000 WELLS FARGO BANK

| 10/14/2013 201300146 | 10 E 100331253300 XCEL ENERGY |
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|  | 20130014610 E 100336253300 XCEL ENERGY |
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10/14/2013 20130014710 E 100331253300 XCEL ENERGY

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| $10 / 14 / 2013$ | 201300150 | 10 E 100310254300 | WM OF NORTHERN WISCONSIN, IN |
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| 201300150 | 10 E 200310254300 | WM OF NORTHERN WISCONSIN, IN |  |
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10/14/2013 20130015110 E 100411110300 UNITED PARCEL SERVICE

10/14/2013 20130015210 E 800411252000 WELLS FARGO BANK

10/14/2013 20130015310 E 800411252000 MAGIC-WRIGHTER

Printer/copier lease
Printer/copier lease
Printer/copier lease
Printer/copier lease
Printer/copier lease
Totals for 201300144

Interest on line of credit Totals for 201300145

MONTHLY UTILITIES-EARLY CHILDHOOD \& Storage MONTHLY UTILITIES-EARLY CHILDHOOD \& Storage MONTHLY UTILITIES-EARLY CHILDHOOD \& Storage MONTHLY UTILITIES-EARLY CHILDHOOD \& Storage Totals for 201300146

MONTHLY UTILITIES
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MONTHLY UTILITIES
MONTHLY UTILITIES
Totals for 201300147

DO fax
Totals for 201300148

Service fees
Totals for 201300149

Garbage pickup
Garbage pickup
Garbage pickup Totals for 201300150

Shipping
Totals for 201300151

Service fees
Totals for 201300152

CC Service fees
Totals for 201300153

10/14/2013 20130015410 L 000000811614 DIVERSIFIED BENEFIT SERVICES I Flex plan charges Totals for 201300154
95.00 October 95.00

2,133.99 October
1,467.20 October
2,254.79 October 189.73 October 54.90 October

6,100.61

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146.52 October 20.00 October 60.14 October
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| 10/15/2013 | 201300155 | 10 E 100249110000 |
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## AMOUNT

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71.31 October 166.86 October 335.14 October 427.84 October 213.92 October 427.84 October 142.61 October 285.23 October 106.96 October 142.61 October 61.32 October 101.26 October 213.92 October 69.88 October 285.23 October 285.23 October


## F U N D S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | GENERAL | 337,485.11 | 0.00 | 185,968.70 | 523,453.81 |
| 27 | SPECIAL EDUCATION FUND | 60,044.60 | 0.00 | 15,849.18 | 75,893.78 |
| 50 | FOOD SERVICE | 12,091.84 | 18.95 | 29,614.16 | 41,724.95 |
| 80 | COMMUNITY SERVICE | 2,398. 30 | 0.00 | 218.00 | 2,616.30 |
| *** | nd Summary Totals *** | 412, 019.85 | 18.95 | 231,650.04 | 643,688.84 |



## FUNDSUMMARY

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 61 | EXTRA CURRICULAR FUND | 827.02 | 0.00 | 0.00 | 827.02 |
| *** | Fund Summary Totals *** | 827.02 | 0.00 | 0.00 | 827.02 |



## FUND SUMMARY

| FUND | DESCRIPTION |  | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 39 | REFERENDUM A | APPROVED DEBT SERV | 0.00 | 0.00 | 22,496. 25 | 22,496. 25 |
|  | Fund Summary T | Totals *** | 0.00 | 0.00 | 22,496. 25 | 22,496. 25 |

## SCHOOL DISTRICT OF ALTOONA <br> Bank Balances <br> September 2013

## GENERAL ACCOUNTS (FUNDS 10, 23, 27, 38, 50, and 80)

| Wells Fargo Bank | $48,999.50$ |
| :--- | ---: |
| Beginning balance | $106,462.68$ |
| Receipts | $(1,390,244.72)$ |
| Disbursements | $2,342,000.00$ |
| Transfers in | $\underline{(1,000,000.00)}$ |
| Transfers out | $\underline{107,217.46}$ |
| Ending Balance |  |
|  |  |
|  |  |
| Wells Fargo Bank Savings | $892,448.18$ |
| Beginning balance | $1,000,000.00$ |
| Transfers in | $(892,000.00)$ |
| Transfers out | $\underline{67.55}$ |
| Interest | $\underline{1,000,515.73}$ |
| Ending Balance |  |
|  |  |
|  | $5,726.34$ |
| State Government Pool | $1,445,298.00$ |
| Beginning balance | 0.00 |
| Receipts | $(1,450,000.00)$ |
| Transfers in | $\underline{17.49}$ |
| Transfers out | $\underline{1,041.83}$ |
| Interest |  |

Wisconsin Liquid Asset Fund
Beginning balance ..... 2,146.17
Interest ..... $\underline{0.00}$
Ending Balance ..... 2,146.17

## SCHOOL DISTRICT OF ALTOONA <br> Bank Balances <br> September 2013

DEBT SERVICE FUND 39
Wells Fargo Bank
Beginning balance ..... 130.64
Receipts ..... 0.00
Disbursements ..... 0.00
Interest ..... $\underline{0.01}$
Ending Balance ..... $\underline{130.65}$
State Government Pool
Beginning balance ..... 0.05
Transfers out ..... 0.00
Interest ..... $\underline{0.00}$
Ending Balance ..... $\underline{0.05}$
FUND 39 TOTAL ..... $\$ 130.70$
STUDENT ACTIVITY FUND 60
Wells Fargo Bank
Beginning balance ..... 75,857.94
Receipts ..... 16,775.02
Disbursements ..... (5,410.30)
Ending Balance ..... 87,222.66
FUND 61 TOTAL ..... \$87,222.66
Employee Benefit Trust Fund 73
Mid America
Beginning balance ..... 29,956.28
Receipts ..... 0.00
Disbursements ..... 0.00
Interest ..... 383.82
Service Fees ..... $\underline{0.00}$
Ending Balance ..... 30,340.10
FUND 73 TOTAL ..... $\mathbf{\$ 3 0 , 3 4 0 . 1 0}$

School District of Altoona

Community Education Partnership Council<br>District Board Room<br>October 9, 2013<br>8:00 a.m.<br>Agenda

1. Welcome New Members
2. Selection of Chair
3. Review Structure of Community Education Partnership Council
4. City Update, Mike Golat
5. Planning for the Schools of Tomorrow, Dr. Biedron
$\rightarrow$ Demographic Study
$\rightarrow$ Building Assessment Process
$\rightarrow$ Demographic Trends \& Facilities Planning Committee

- Options to Address Overcrowding and Safety
- Community-wide Survey
- Information Forum
$\rightarrow$ District Office Move
$\rightarrow$ Next Steps;

6. Race to the Top Grant, Dr. Biedron
7. Intermediate School Update, Gary Pszeniczny
8. Third Friday in September Reports, J oyce Orth
9. Budget Update, Kathy Dahl
10. School Updates, Principals
11. Other

The Goal of the Educational Planning Council Is to Connect and Communicate With and Between the School District, City, and Community.

## Community Education Partnership Council Goal:

To connect and communicate with and between the school district, city and community.

## Meeting Dates 2013/14: October 9, January 8, April 9

New Members: Angie Engstrom, Brian Gonstead, Kellyn Smith, Megan Stokke
Planning Council Role/Expectations:

- Serves as communications tool to disseminate and share K-12 information with and from the city and community
- Serves as a sounding board for ideas and concerns
- Provides a safe place to discuss any topic that affects students


## Representation:

- One teacher from each school-2 year term
- School Administrators - ongoing
- Two school board representatives - 2 year term (dependent upon annual appointment by Board President)
- Three to four parent representatives - 2 year term minimum
- Three to four community representatives - 2 year term minimum (business, university, past-parent, etc.)
- City Administrator - ongoing
- Chairperson - will be elected for 2 year term (may be extended)

Meetings: The planning council will meet on the second Wednesday in the months of October, J anuary and April from 8:00 to 11:00 a.m.

Election of Chair: A chair is elected by consensus unless two or more eligible (nonadministrative) members are interested and then a vote is taken.

Information Sharing: Building principals will schedule time on staff meeting agendas for their building representative to share what they learn. All members are encouraged to take time to review the meeting (share information) with parent and community groups such as PTO, etc.

Selection: Chair and selection committee will review candidates.

## POLICY DEVELOPMENT FOR REVIEW:

## Using our Vision, Mission and Strategic Plan

Series 900: Facility Development
Series 200: Administration

Series 500: Personnel

Series 800: School - Community Relations

Series 300: Instruction
Series 400: Students

Series 100: Board Operations
Series 600: Fiscal Management
Series 700: Support Services

## OUR MISSION



## OUR VISION

The vision of the Altoona School District, in partnership with our students, their families, and our community, is to build a foundation for life-long learning and the emotional well-being of our students.

We are dedicated to offering large school opportunities with a small school approach.

July 15, 2013

## Strategic Planning

## "It's Not an <br> Event - It's a Way of Thinking"



School District of Altoona

We strongly believe in:

- Promoting our students' emotional well being and enabling them to meet all the state standards for core subject areas while encouraging competency in problem solving and critical thinking skills;
- Utilizing technology to transform teaching and learning so students can find global opportunities for study or jobs and expand their capacity for celebrating diversity;
- Preparing our students for postsecondary education, or for the contemporary job market;
- Supporting the learning of students with special needs and prepare them for adult life;
- Attracting and retaining strong teachers and evaluating them by measuring their performance, effectiveness and innovation;
- Strategically monitoring and being responsible stewards for the Altoona School District, and always advocating for public education;
- Jointly planning and sharing resources with outside entities including local government, businesses, and non-profit groups;
- Engaging the community by providing unique learning and recreation opportunities for adults and encouraging partnerships between parents, teachers, students and community members.


## OUR STRATEGIC GOALS \& OBJECTIVES

## Strategic Goal 1: Address the learning needs of the whole student

- Objective 1: Address the emotional well-being of each student
- Objective 2: Graduate students who are college- and career- ready to compete in the global marketplace


## Strategic Goal 2: Recognize and embrace the pivotal role of technology within our classrooms providing for 21st Century learning

- Objective 1: Use integrated technology to develop opportunities for staff and students


## Strategic Goal 3: Recruit, develop and retain highly motivated and effective staff

- Objective 1: Recruit and Hire best staff
- Objective 2: Develop and retain highly qualified staff


## Strategic Goal 4: Practice good stewardship of resources

- Objective 1: Provide and maintain safe facilities that support instructional and recreational programming
- Objective 2: Advocate for improved public education funding
- Objective 3: Maintain and promote financial stability that directly supports educational initiatives
- Objective 4: Develop policy to govern advertising and sponsorships of the schools


## Strategic Goal 5: Build trusting relationships and partnerships with the community

- Objective 1: Create open lines of communication with the community
- Objective 2: Develop relationships with other educational institutions
- Objective 3: Expand and develop volunteer resources in the school district
- Objective 4: Develop adult education program

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Oct. 10-11, 2013
Westwood Conference Center
1800 Westwood Center Blvd Wausau, WI • 715.847.9200

Oct. 31-Nov. 1, 2013
Alliant Energy Center
1919 Alliant Energy Center Way
Madison, WI • 608.267.3976

## Accommodations

Oct. 10-11 Seminar
Courtyard by Marriott • Wausau
1000 S. 22nd Avenue
Wausau • 715.849.2124
Hotel Rates: All Rooms $\$ 109.00$
Cut-off Date for Hotel Rooms: Sept. 27

Oct. 31-Nov. 1 Seminar
Sheraton Madison Hotel • Madison

Seminar Topics vary depending on location!

Go to the following website to review session topics and schedule:
http://www.wasb.org/websites/meetings_events/ index.php?p=1197

## Attending?

- Let Joyce know which session prior to the prior to the hotel cut-off date Let Joyce know if attending one day or two-days

706 John Nolen Drive
Madison, WI • 608.251.2300
Hotel Rates: Double and King \$109.00/\$129.00
Cut-off Date for Hotel Rooms: Sept. 30

  
  
6 PM Registration/Networking
6:30 PM Dinner
7:30-9 PM Program
Regional Director's Welcome
Member Recognition AwardsElections (select Regions)Feature Presentation
Legislative Update
What do Employees Want?
Use Wellness Programs to Increase Student Achievement
Local School District Presentations (will vary by Region)
Executive Director's Report

## Legislative Update

WASB Regional Meetings
Fall 2013

## Accountability Bill

>Purpose: Bring all taxpayer-funded schools under a state report card system.
*Authored by Education Committee chairs-Sen. Olsen \& Rep. Kestell.
*Senate hearing (Sept. 12)
$\checkmark$ Private voucher schools (predictably) raised objections

## Accountability Bill

> History
*No Child Left Behind (2001)

- Accountability framework--AYP, labels, report cards, etc.
- Theory: setting high standards and establishing measurable goals can improve individual outcomes in education.
*Gov. Walker Campaign Agenda for Education (2010)
*Gov. Walker’s \& Tony Evers’ Accountability Task Force (2011)


## Accountability Bill

"We believe that every school enrolling publiclyfunded students - traditional public schools, charter schools, or private schools in choice programs - should be part of this new accountability system."

- Op-Ed piece in the Milwaukee Journal Sentinel (posted July 9, 2011) signed by Gov. Walker and governor and representatives of all major organizations representing taxpayer-funded schools, including private voucher schools


## Accountability Bill

> History (con't)
*Federal Flexibility Waiver (2012)
*Report Cards Issued for Public Schools (Fall 2012)
*Report Cards Issued for Public Schools and Districts (Fall 2013)

## Accountability Bill

> What's in the bill?
*Multiple measures are used to gauge a school's or district's performance or a improvement:
$\checkmark$ pupil achievement and growth (value-added) in reading and mathematics;
$\checkmark$ measures of college and career readiness;
$\checkmark$ closing gaps in pupil achievement; and
$\checkmark$ graduation rates categorized by various factors.

## Accountability Bill

> What's in the bill?

* Performance Index -- Each school placed into one of five performance categories:

1. Significantly exceeds expectations.
2. Exceeds expectations.
3. Meets expectations.
4. Meets few expectations.
5. Fails to meet expectations

## Accountability Bill

> What's in the bill?
*Six-Year Corrective Action Plan ("3 plus 3")
$\checkmark$ School in bottom category for 3 years triggers improvement plan or activities;
$\checkmark$ School still in bottom category after another 3 years triggers closure, revocation of charter, denial of voucher (per pupil payment) funding

## Accountability Bill

|  | Public School | Charter School | Private Voucher School |
| :---: | :---: | :---: | :---: |
| School performs at lowest level for three consecutive school years | Board must complete a DPIapproved, diagnostic review of school and must: <br> - Implement DPI-approved improvement activities; or <br> - Convert school to charter school; or <br> - Close school. | Board or other entity that contracted for the charter must require charter school operator to implement a Boardapproved remediation plan. | Voucher school must notify its accrediting agency. |
| School fails to improve during an additional three consecutive school years | If Board implemented DPIapproved improvements, but school fails to improve to at least the level of "meets few expectations" within three school years, Board must: <br> - convert school to charter school or <br> - close school. | If school's performance fails to improve to at least the level of "meets few expectations" within three school years, Board or other contracting entity must: <br> - revoke school's charter | If school's performance fails to improve to at least the level of "meets few expectations" within three school years, DPI must: <br> - bar school from participating in a voucher program (PCP). |
| Other restrictions |  | School may not reopen as a voucher school. | School may not reopen as a charter school. |

## Accountability Bill

Differing Theories, Approaches to
Accountability
> Inputs (SB 288) vs. Outcomes (SB 286)

* Inputs $\leftarrow \rightarrow$ Requirements
*Outcomes $\leftarrow \rightarrow$ student performance


## Examples of Different Inputs

| Requirement | Public Schools | Private Voucher Schools |
| :--- | :--- | :--- |
| Teacher and <br> administrator <br> licensure | Required. | Not required. Teachers and <br> administrators must have at <br> least a bachelor's degree. |
| Open Meetings Law | Applies. | Not applicable. <br> Regular governing <br> board meetings <br> Board must hold <br> regular meeting at <br> least once each month. <br> Must schedule two meetings <br> each year at which parents <br> and pupils may meet and <br> communicate with governing <br> board members. <br> Public Records Law <br> Reading Readiness <br> Assessments <br> Applies. <br> Must assess each pupil <br> from 4K to 1st grade <br> for reading readiness. <br> In 2014-15, assess 2nd <br> grade pupils as well. <br> Not applicable. |

## Accountability Bill

> What you can do to help...
*Contact you legislators and the governor and urge them:
$\checkmark$ To support passage of this important bill
$\checkmark$ Not to weaken this important bill

## Common Core State Standards (CCSS)

> History
*State adopted CCSS in 2010

- CCSS cover English language arts and math only
*Lawmakers Skittish: Budget required several things before DPI may continue implementation of CCSS:
- Reports required (DPI, LFB)
- Public hearings required (3 public hearings around state-DPI will hold as soon as possible)


## Common Core State Standards (CCSS) <br> >What you can do...

*Help your legislators understand:
$\checkmark$ What the CCSS are and what they aren't and
$\checkmark$ What steps you've taken so far to implement them
*Standards $=$ Statements of what kids should know and be able to do at a given grade level
$\checkmark$ covers English language arts and math only
*Standards $\neq$ Curriculum
$\checkmark$ Boards retain local control over curriculum and materials


## Statewide Student Information System (SSIS)

>2013-15 Budget repealed DPI authority to create the SSIS;

- Instead, DPI must develop/submit proposal to JFC for multi-vendor SIS that allows schools and school districts to use their vendor of choice with reporting requirements that can be reasonably met by multiple vendors; DPI may not proceed without JFC approval.
\&DPI still evaluating options in preparation to report back to JFC:
- Nov. 2013 JFC Meeting (perhaps?)


## Special Ed Vouchers, Independent Charter Expansion

> Two issues to keep an eye on:
*Push in special education may be to make changes in open enrollment of students with disabilities rather than to create vouchers.
*Push to create new types of authorizers, if it comes, may include allowing additional UW campuses, tech colleges or, possibly, even CESAs to establish or contract to establish independent charters.

## Independent Charters

> Independent Charter expansion important because of funding impact:
*Funding for independent charter schools (\$7,775 per pupil) is drawn off the top of General Aids (sum sufficient)
In 2012-13, \$59.8 million went to independent charter schools serving roughly 7,600 kids; this was about a 1.4 percent aid reduction on average.

## Rural Schools Task Force

>Assembly Speaker Vos has appointed: Rep. Rob Swearingen (R-Rhinelander) chair \& Rep. Fred Clark (D-Baraboo) vice chair.
*First meeting in Rhinelander, second meeting in Merrill (dates to be announced).
*Rural GOP legislators played key role in increasing aid to schools.

## Rural Schools Task Force

* Task force charged to study:
$\checkmark$ Creating partnerships among school districts;
$\checkmark$ Exploring new avenues to share innovations, efficiencies and best-practices;
$\checkmark$ Addressing future transportation needs;
$\checkmark$ Mapping out strategies for long-term financial stability;
$\checkmark$ Developing tactics for handling declining enrollment; and
$\checkmark$ Maximizing opportunities to incorporate advanced technology.


## WiscNet

> UW System and WiscNet working to separate as required by 2011-13 state budget.
*UW will provide lawmakers with formal plan for separation + timetable by Oct. 1.
*Even with UW gone, WiscNet seems to have a solid business model, reserve fund in place; no price increases anticipated as it works through the separation

## Keeping in Touch

> Weekly WASB Legislative Update—part of your weekly WASB e-Connection
> Monthly articles in School News
> WASB Legislative Contact Network
> WASB Bill Tracking Chart
> Legislative Advocacy Conference,
Saturday, November 9 in Stevens Point


## 2013 WASB LEGISLATIVE ADVOCACY CONFERENCE



Houday Inn Hotel \& Conference
Center, Stevens Point, WI

## Questions?

# Gauging Employee Satisfaction/Soliciting Feedback 

WASB Regional Meetings
Fall 2013

## Gauging Employee Satisfaction/Soliciting Feedback

- Pre-Act 10, a district's primary avenue for communicating with and receiving feedback from unionized employees was through the collective bargaining process. For example, unions:
- Bargained for increased pay and job security, better benefits and improved working conditions.
- Filed grievances over alleged district violations of the CBA.
- Filed prohibited practice complaints over unilateral changes to the status quo.


## Gauging Employee Satisfaction/Soliciting Feedback

- Post-Act 10, although a certified union may only bargain over an increase to total base wages, bargaining unit members are not without rights:
- General school employees also retain the right to engage in lawful concerted activities for mutual aid and protection.
- May utilize the statutory grievance procedure adopted by the district to grieve issues concerning discipline, workplace safety and termination.



## Gauging Employee Satisfaction/Soliciting Feedback

- Employee rights (continued):
- Employees can access complaint procedures established through board policy/administrative rule:
- Anti-discrimination.
- Anti-harassment.
- Anti-bullying.

- In this regard, it's especially important for districts to follow the procedural processes they've adopted.


## Gauging Employee Satisfaction/Soliciting Feedback

- Employee rights (continued):
- Informal channels for pursuing complaints/concerns can be both good and bad. Establish clear expectations for employees, supervisors, and board members.
- All communications pursuant to assigned/official duties are an appropriate subject of supervisory inquiry and evaluation.
- District employees are expected to pursue personal grievances and personal complaints related to their employment through established supervisory lines of authority, through an appropriate internal complaint/grievance processes, or through appropriate external legal channels.
- The Board and individual board members have a significant role in ensuring that they don't become the "informal channel" for employees who are seeking to undermine established supervisory lines of authority.



## Gauging Employee Satisfaction/Soliciting Feedback

- In the preceding examples, the district is forced to react to negative employee communication and feedback.
- Alternative, proactive means of communicating with employees and soliciting their feedback include:
- Meet and confer sessions regarding supplemental pay, benefits and working conditions, but beware open meetings law traps:
- Posted
- Open session (unless one of the specific exceptions applies discussion about individual employees)
- No caucusing
- Do not reduce any "agreements" to writing, signed by the parties


## Gauging Employee Satisfaction/Soliciting Feedback

- Proactive means of communication/feedback (cont.):
- Conduct an employee opinion survey - an employee opinion survey gauges the district employees' opinions and satisfaction on a range of issues related to the operation of the district.
- School boards use survey data to guide their work in setting policies, crafting employee handbooks, building relationships and improving services. If administered annually, a district can track data trends and determine the impact of employee-related initiatives.


## Gauging Employee Satisfaction/Soliciting Feedback

- Proactive means of communication/feedback (cont.):
- Conduct employee exit interviews - exit interviews involve a one-on-one discussion with departing employees, either in person or by telephone.
- Exit interviews are personal opportunities in which the school district can thank departing employees for their contributions and wish them well on their future endeavors.
- Exit interviews also provide an opportunity to discern the honest reasons for an employee's departure, which can provide a district with valuable data upon which to base future staff retention efforts.


## Gauging Employee Satisfaction/Soliciting Feedback

- Proactive means of communication/feedback (cont.):
- Conduct employee exit surveys - Exit surveys, on the other hand, consist of asking departing employees to fill out either an on-line or paper questionnaire.
- Like exit interviews, exit surveys also provide an opportunity for a district to discern the honest reason(s) for an employee's departure, which can provide a district with valuable data upon which to base future staff retention efforts.
- The disadvantages of exit surveys are that response rates are typically lower than response rates for exit interviews, and the data will not be as rich because the district may not have the opportunity to ask follow-up questions.


## Questions?

- Barry Forbes:
- bforbes @wasb.org
- 608-512-1707
- Bob Butler:
- bbutler@wasb.org
- 608-512-1703
- Ben Richter
- brichter@wasb.org
- 605-512-1719
- Dan Mallin
- dmallin@wasb.org
- 608-512-1708


## Teacher Compensation Systems What Works and What Doesn't Work



WASB Regional Meetings Fall 2013

## Teacher Compensation Systems What Doesn't Work

- Ad-Hoc Deals: The ad hoc schedule modifications made by many districts in 2011-12 and 2012-13 may cause longterm problems:
- School boards responded to the tight revenue limits in 2011-12 through 2013-14 by making hard choices between pay increases for teacher step and lane movement and across-the-board pay increases.
- Some boards had insufficient revenues for any increases.
- Unions advocated for across-the-board increases.
- Union salary proposals favor senior teachers.



## Teacher Compensation Systems What Doesn't Work

- Districts responded to this combination of tight revenue limits, union demands and individual teacher demands by:
- Freezing teachers in step and lane while giving across-theboard salary increases.
- Giving step and lane pay increases to some teachers but not others.
- Teacher free agency.
- Placing new teachers with outside experience at higher salaries than current teachers with similar certifications and experience.


## Teacher Compensation Systems What Doesn't Work

- Long term implications of the ad hoc schedule modifications:
- Why are employees paid what they paid? An arbitrary salary schedule where it becomes increasingly difficult to explain why teachers are paid what they are paid.
- Teachers in similar positions with similar education and years of service will be paid different amounts.
- Teacher morale will suffer, staff will leave, usually the best teachers as they have the most options.
- Discrimination suits over compensation will become a possibility.


## Teacher Compensation Systems What Works

- Uniform Salary Schedule: The uniform salary schedule works, but also has problems.
- This is the schedule used by most districts in bargaining before Act 10.
- The big problem is inability to pay for both step and lane movement and the across-the-board increases - this leads to the ad hoc schedule modifications that have the problems noted above.
- Automatic step increases for teachers with unsatisfactory evaluations is a problem.
- Automatic lane increases for unnecessary professional development is a problem.


## Teacher Compensation Systems What Works

- Some of the uniform salary schedule problems are fixable:
- Pay increases can be conditioned on satisfactory/proficient teacher performance and availability of funds.
- Note that the Educator Effectiveness teacher evaluation system is not yet ready for high stakes compensation decision-making, but presumably will be in the future.
- School boards and administrations can take control of teacher professional development and pay only for professional development that improves teacher performance and student achievement.


## What might this look like?

- The Ripon schedule is used as an illustration.
- Pay increases within a level might require a satisfactory evaluation.
- Movement from one level to the next may require completion of board approved professional development.

Annual stipends:

- Difficult to find certifications
- Multiple certifications

| Step | Salary | Level |
| :---: | :---: | :---: |
| A1 | \$36,900 | Beginner |
| A2 | \$36,900 |  |
| A3 | \$36,900 |  |
| 81 | \$38,900 |  |
| 82 | \$38,900 |  |
| 83 | \$38,900 |  |
| C1 | \$42,900 | Intermediate |
| C2 | \$42,900 |  |
| C3 | \$42,900 |  |
| 01 | \$44,900 |  |
| 02 | \$44,900 |  |
| 03 | \$44,900 |  |
| E1 | \$48,900 | Associate |
| $E 2$ | \$48,900 |  |
| E3 | \$48,900 |  |
| $F_{1}$ | \$50,900 |  |
| F2 | \$50,900 |  |
| f3 | \$50,900 |  |
| G1 | \$54,900 | Lead |
| G2 | \$54,900 |  |
| G3 | \$54,900 |  |
| H1 | \$56,900 |  |
| H2 | \$56,900 |  |
| H3 | \$56,900 |  |
| P1 | \$60,900 | Veteran |
| P2 | \$60,900 |  |
| P3 | \$60,900 |  |

- Other priority skillsets. $\qquad$

| Master's Degree | $\$ 3,000$ |
| :--- | :--- |
| Doctorate Degree | $\$ 2,000$ |
| 30 Veteran Points | $\$ 1,000$ |
| NBPTS Certification | State match <br> (currently $\$ 2, S 00)$ |

## 2013 WASB <br> LEGISLATIVE ADVOCACY CONFERENCE



## November 9, 2013 Holday Inn Hote \& Conference Center - Stevens Poni, Wi

On the heels of the 2013-15 state budget, this year's WASB Legislative Advocacy Conference examines the changing environment for public education, with a focus on increasing competition for students and funding, and new strategies to engage, parents, community members and legislators. The day concludes with insights on the latest education reform initiatives from the chairs of the Legislature's education committees.

Learn from your colleagues about how boards and districts are engaging their communities and legislators and become a more effective advocate for your schools.

Schedule At-A-Glance - Saturday, November 9, 2013

| 7:45 am | REGISTRATION | Attending? |
| :---: | :---: | :---: |
| 8:25 am | Welcome |  |
|  | - Nancy Thompson WASB President | Register |
| 8:30 am | Statewide Vouchers and Regional Independent Charters: What Lies Ahead? (And what are the funding implications for public schools?) | with Joyce by October 25 |
|  | - Mike Ford, Professor, UW-Oshkosh Governmental Affairs |  |
| 9:30 am | Roundtable discussion |  |
| 9:45 AM | Break |  |


| 10:00 am | Meeting the Challenge of a New Competitive Environment - New Perspectives on <br> Community Engagement |
| :--- | :--- |

- Jeff Pertl, Senior Policy Advisor \& Federal Funds Trustee, Dept. of Public Instruction
- Melissa Badger, Communications Coordinator, School District of Beloit
- Steve McNeal, District Administrator, School District of Beloit (?)
- Mike Blecha, School Board Member, Green Bay Area School District

11:15 am Facilitated Roundtable Discussion (Using Telling Your Story)
1145 am Lunch with Legislative Update
1:00 pm Sharpening Your District's Legislative Advocacy

- Dan Rossmiller and Joe Quick, WASB Government Relations
- Doug Mering, Board Vice-President, Baraboo School District
- Carol Craig, Board President, Eau Claire Area School District
- Christine Panka, Board Member, Prairie du Chien School District

2:00 pm Key Legislators-Chairs of the Education Committees
3:00 pm ADJOURN

AGENDA FOR REGULAR COUNCIL MEETING ON THURSDAY, OCTOBER 10, 2013 6:00 P.M. ALTOONA CITY COUNCIL CHAMBERS
I. Call Meeting to Order.
II. Pledge of Allegiance.
III. Roll Call for Council Persons.

Roll Call for Department Heads.
IV. Citizens Participation Period. (No more than twenty minutes unless extended by two-thirds vote.)
V. Discuss/consider approval of minutes of the September 26, 2013 Regular Council Meeting.

## VI. REPORTS

A. City Officers/Department Heads
B. City Committees

## VII. UNFINISHED BUSINESS

## VIII. NEW BUSINESS

1. Discuss/consider School District of Altoona request regarding signage.
2. Discuss/consider park plan proposal for the NW quadrant of River Prairie.
3. Discuss/consider water damage claim as submitted by Ed Bohn for flooding of home at 1503 Mayer Road on June 26, 2013.
4. Discuss/consider convening in closed session pursuant to Wis. Stats 19.85 (1)(e) deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
A. Offer to purchase property in River Prairie
5. Motion to reconvene to Open Session for the purpose of discussion and possible consideration on the matter entertained in Closed Session.
A. Offer to purchase property in River Prairie.
IX. MISCELLANEOUS BUSINESS AND COMMUNICATIONS:
X. ADJOURNMENT.


Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made to the City Clerk's Office at 715-839-6092 with as much advance notice as possible.

# Xhtoona 

## MEMORANDUM

TO: Altoona City Council<br>FROM: Michael Golat, City Administrator<br>DATE: October 2, 2013<br>SUBJECT: Summary of October 10, 2013 Council Meeting Items

Provided below for your consideration is a summary of the October 10, 2013 Council Meeting agenda items.

## ITEM 1 - Discuss/consider School District of Altoona request regarding signage.

Altoona Police Department personnel have been working closely with the Altoona School District in identifying safety and traffic concerns on Bartlett Avenue adjacent to the schools. The concerns include congestion due to unattended parked vehicles, resulting in double-parked vehicles, and parents dropping students off within the travel lanes. To address these concerns, the School District is requesting to modify the current parking prohibitions to create designated student drop-off and pick-up areas.

Grant funds from the Safe Routes to School program remain, and would pay for changes in parking signage.

Representatives of the School District will be in attendance to present their request.
Suggested motion: Staff recommends that Council consider the School District's request. If changes are approved, Council should direct staff to draft appropriate ordinances and bring back the ordinance(s) for adoption.

## ITEM 2 - Discuss/consider park plan proposal for the NW quadrant of River Prairie.

Attached for your consideration is a proposal for Ayres Associates for completing a parks master planning project for a park to be incorporated into the northwest quadrant of River Prairie. It makes sense to complete this work in conjunction with the Phase I engineering for the northwest quadrant in order to assure that the park space meets the expectations of all stakeholders. It will also be important for establishing consistent design and material templates for the entire development.

Ayres is proposing to complete the work for $\$ 8,000$. You may recall that they previously submitted a proposal for completing the overall master planning of the parks in Altoona for $\$ 20,000$. City staff will prepare a request for proposals for the parks master planning for the other future parks to be completed this winter.

## 2013 WASDA DRIVE-IN PROGRAM

8:00-8:30 a.m. Registration/Continental Breakfast
8:30-9:30 a.m. WASDA Executive Director Report
WASDA Forward - WASDA's new Executive Director will highlight and affirm the Association's key purposes on behalf of its members and present guiding principles by which the Association will conduct itself in pursuit of those ends. Key short and long term initiatives will be discussed and members will have the opportunity to shape those initiatives through feedback and discussion. Everyone's voice will be important to this process.
Presenter: Jon Bales, WASDA Executive Director
9:30-10:30 a.m. WASDA President's Report - "Leadership for a Changing Educational Landscape"

- Relationships matter
$\checkmark$ How should WASDA position itself with respect to other organizations?
$\checkmark$ Challenges and success stories at the local level
- Just because you can...
$\checkmark$ How leadership selects and applies the use of "tools" can have a wide range of impact
$\bullet$ Regrouping and coalition building
$\checkmark$ How will changed influence ratings set the stage for future efforts of mutual interest?
- Putting on the game face
$\checkmark$ Given the passage of the budget, including a number of policy issues, how does WASDA at the state level and superintendents at the local level, rebuild trust and confidence in public education?
Presenter: Dave Polashek, WASDA President
10:30-10:45 a.m. Break
10:45-12 noon Where Do We Go From Here?
The political world for Wisconsin K-12 education continued its dramatic pace of change during the 2013 state budget session. With the meteoric growth in political power for private school voucher advocates and the fall of WEAC, the SAA didn't fully appreciate how much its political role would change. Now, as the "voice of Wisconsin public education," we must ask ourselves, "What must we do differently to lead K-12 advocates successfully?" and "Can we do it with the current model?" John urges WASDA members to attend this closed-door session and participate in a brutally candid discussion of the SAA's role as a political organization.
Presenter: John Forester, Director of Government Relations, School Administrators Alliance

12-1 p.m. Networking Lunch
The WASDA Drive-ins will now conclude with lunch where members will be encouraged to network and get to know other superintendents in their region.

1:00 p.m. Adjourn

## School District of Altoona

Dr. Connie Biedron, Superintendent

October 14, 2013

To: Board of Education
Fr: Dr. Connie Biedron, Superintendent
RE: Routine Items for Approval

The following represent items that are taken care of yearly, following the annual meeting. Please consider my recommendations.

Consent Agenda 10.a. - 10.l.:
10.a. I recommend adoption of the budget as presented at the annual meeting
10.b. I recommend approval of depositories for 2013/14 with Wells Fargo Bank, State of Wisconsin Government Pool, and Wisconsin Investment Series Cooperative
10.c. I recommend declaration of the following as the posting places for agendas and minutes of board meetings: Altoona City Hall, Altoona Post Office, district office, and school offices
10.d. I recommend that Joyce Orth CAP continue as board secretary for 2013/14
10.e. I recommend that Kathy Dahl, CPA continue as deputy clerk for 2013/14
10.f. I recommend authorization to use facsimile signatures under Wisconsin Statute 120.16 (2)
10.g. I recommend approval of the release of funds for time-sensitive payables
10.h. I recommend continuation of legal counsel with Weld, Riley, Prenn \& Ricci
10.i. I recommend that Greg Johnson continue as safety officer for 2013/14
10.j. I recommend that Wendy Nelson continue as chemical hygiene officer for 2013/14

9k. I recommend that Dr. James Haigh continue as medical advisor for 2013/14
10.1. I recommend the adoption of the medical term abbreviations as presented
11.a. The setting of the tax levy may be postponed until November 4, 2013 meeting pending finalization of the equalization aid.

Thank You.

