

OAK CREEK-FRANKLIN JOINT SCHOOL DISTRICT
Board of Education Meeting - Minutes
February 8, 2016 - 6:00 p.m.

1. Meeting was called to order by President Frank Carini.
2. Pledge of Allegiance was recited.
3. Roll call was taken. All members were present except for Ms. Borchardt, who was excused.
4. **#9219-0216** Consent Agenda items a, b, and c were approved without objection.

a. Approval of meeting minutes of the Board of Education Meetings on January 11, 2016, January 19, 2016 and January 25, 2016 (revision noted)

b. Approval of submitted lists of bills and payrolls

Accounts Payable: (Capital Projects)

Check #2131030-2131034

	<u>AMOUNT</u>
Check #2131030-2131034	\$ 2,301,526.93

Accounts Payable: (All Other Funds)

Check #140025-140310

Check #140025-140310	\$ 1,219,556.37
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Less void check

	(\$7.50)
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	\$ 1,219,548.87
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Accounts Payable: (Total)	\$ 3,521,075.80
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Wire Transfers:

01/04/16 to State of Wisconsin

01/04/16 to State of Wisconsin	\$ 75,671.39
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01/04/16 to Electronic Federal Tax Payment System

01/04/16 to Electronic Federal Tax Payment System	\$ 415,283.92
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01/06/16 to Chase Bank

01/06/16 to Chase Bank	\$ 38,310.55
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01/11/16 to United Healthcare

01/11/16 to United Healthcare	\$ 514,943.90
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01/15/16 to WEA Trust

01/15/16 to WEA Trust	\$ 37,987.53
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01/15/16 to Employee Benefits Corporation

01/15/16 to Employee Benefits Corporation	\$ 19,798.23
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01/15/16 to State of WI

01/15/16 to State of WI	\$ 25.00
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01/15/16 to MidAmerica Admin & Retirement Solutions

01/15/16 to MidAmerica Admin & Retirement Solutions	\$ 100,499.18
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01/15/16 to Trust Secure

01/15/16 to Trust Secure	\$ 398,754.32
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01/19/16 to Electronic Federal Tax Payment System

01/19/16 to Electronic Federal Tax Payment System	\$ 401,898.91
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01/19/16 to State of Wisconsin

01/19/16 to State of Wisconsin	\$ 152,078.52
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01/20/16 to City of Oak Creek-Water & Sewer Utility

01/20/16 to City of Oak Creek-Water & Sewer Utility	\$ 8,387.38
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01/29/16 to WEA Trust

01/29/16 to WEA Trust	\$ 37,792.51
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01/29/16 to Employee Benefits Corporation

01/29/16 to Employee Benefits Corporation	\$ 15,248.23
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01/29/16 to State of WI

01/29/16 to State of WI	\$ 152.12
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01/29/16 to NeoPost

01/29/16 to NeoPost	\$ 4,000.00
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01/29/16 to Delta Dental

01/29/16 to Delta Dental	\$ 50,474.25
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01/29/16 to Employee Benefits Corporation

01/29/16 to Employee Benefits Corporation	\$ 4,325.81
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01/29/16 to Employee Benefits Corporation

01/29/16 to Employee Benefits Corporation	\$ 850.00
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01/29/16 to Wisconsin Retirement System (December)

01/29/16 to Wisconsin Retirement System (December)	\$ 618,446.67
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Payrolls:

GROSS

NET

01/15/16	\$	67,570.15	\$	38,945.70
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01/15/16	\$	1,321,570.17	\$	828,526.56
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01/15/16	\$	137,549.29	\$	92,890.68
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01/29/16	\$	1,326,375.70	\$	831,624.40
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01/29/16	\$	266,907.50	\$	187,423.66
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c. Approval of personnel matters:

EMPLOYMENT

Katherine Flanagan

AREA

Special Education

ASSIGNMENT

Shepard Hills Elementary

RESIGNATIONS

Nicole Mirr

AREA

Special Education

ASSIGNMENT

Shepard Hills Elementary

Jeanette Rudoll

Food Service

Shepard Hills Elementary

RETIREMENTS

Sue Howard

AREA

Special Education

ASSIGNMENT

East Middle School

5. Public Input: A citizen expressed concerns regarding children under 8 years of age using tablets in school and promoted the recognition of students participating in music and other activities, similar to that provided to those participating in athletics.

Business Items

6. Old Business:
- a. None
7. New Business:
- a. **#9220-0216** Mrs. Cerniglia moved and Mr. Jossart seconded to approve various donations to benefit several district programs. **Motion passed unanimously.**
 - b. **#9221-0216** Mrs. Cerniglia moved and Mr. Jossart seconded to approve Revised Policy 171, *Board Meetings* and Revised Policy 184, *Board Meeting Minutes* in order to designate an official newspaper. **Motion passed unanimously.**
 - c. **#9222-0216** Mr. Jossart moved and Mrs. Cerniglia seconded to approve Revised Policy 460, Student Scholarships. **Motion passed unanimously.**
 - d. **#9223-0216** Mr. Jossart moved and Mr. Verhalen seconded to adopt the following parameters to guide the Professional Educators Compensation Study Group:
 1. Performance based philosophy
 - *The “best” rewarded the most*
 - *Employees on Focused Plans of Support do not receive an increase*
 - *Not based on teachers necessarily doing anything more (i.e., reward regular everyday performance not classes or degrees or duties);*
 - *Provides meaningful increases to high performers and highest performers*
 - *Not based on “steps” (i.e. no increases based on simply another year of employment) and “lanes” (i.e. no increases for credit accumulation)*
 2. Financially sustainable / Low cost-to-continue / Adjustable to what budget is able to afford
 3. No pay decreases as a result of pay range placement
 4. Bottom of the Salary Range: \$43,500
 5. Top of the Salary Range: \$90,000
 6. *Entire package: Must be considered in context with all other compensation and benefits (e.g. Health Retirement Accounts, Stipends, Insurances, Paid Time Off, Leaves, etc.)***Motion passed unanimously.**
8. Informational Items:
- a. Budget Report: Cathy Cramer, Director of Business Services, summarized the budget report for the period through December 31.
 - b. State Education Convention: Mrs. Cerniglia shared information from the sessions she attended at the convention on a variety of topics and encouraged others to take advantage of this learning opportunity in the future.
9. Announcements: Dr. Culver reported that art students from the High School will be presenting at an art exhibit at Discovery World this weekend, and recognized the students who participated in the Explore the Genome activity last weekend. He informed the Board that he will be attending the national conference for superintendents this week. Mrs. Cerniglia reminded those present of the primary election on February 16.
10. **#9224-0216** Mr. Jossart moved and Mrs. Cerniglia seconded to adjourn. **Motion passed unanimously.**

Meeting ended at 6:35 p.m.

Respectfully submitted,

Cathy Cramer
Secretary/Director of Business Services