

BOARD MEETING AGENDA
REGULAR BOARD MEETING
HIGH SCHOOL CONFERENCE ROOM
www.oostburg.k12.wi.us
September 18, 2019, at 6:00 pm

MISSION STATEMENT: "The mission of the School District of Oostburg is to prepare students to be positive contributors to our society and the world."

REGULAR BOARD MEETING AGENDA

- I. Call meeting to order
 - A. Pledge
 - B. Roll Call
 - C. Certify posting
 - D. Approve Agenda
- II. Public letters / comments: Members of the public wishing to address the board on any topic are requested to complete a public input form prior to the beginning of the meeting
- III. School Board President / Admin Team Reports
 - A. Board President
 - B. Superintendent
 - C. High School Principal
 - D. Middle School Principal
 - E. Elementary School Principal
 - F. Director of Special Education
 - G. Director of Finance/Personnel
 - H. Buildings and Grounds Coordinator
 - I. Technology Coordinator
- IV. Approval of Consent Agenda Items – Recommend approval of consent items below:
 - A. Minutes of the following school board meetings:
 1. Monthly board meeting of August 21, 2019
 - B. Personnel
 1. Approval of the hiring of Edgar Torres as 50% middle school high interest teacher
 - C. Finance
 1. Approval of August Expenditures of \$1,930,933.79
 2. Approval of August Receipts of \$1,487,396.49
 3. Approval of August computer check numbers 10013102 - 10013146, wire numbers 201900018 – 201900039, with the exception of 201900023 which was a July issue, and ACH numbers 192000028 – 192000054
- V. Action Items
 - A. Consider approval of the recommendation to accept a proposal for legal services
 - B. Consider approval of community survey recommendation from the Long Range Planning Committee
 - C. Consider approval of alternative open enrollment out of the district for 2019-20
 - D. Consider approval of election to post annual budget publication pursuant to Section 985.02(2)
- VI. Topics for Discussion
 - A. Legislative Report
 - B. Finance Committee Report
 - C. Buildings & Grounds Report
 - D. Transportation Committee Report
 - E. Negotiations Committee Report
 - F. Policy Committee Report
 - a. 1st read on the following board policy: 5510
 - G. OCEF Report
 - H. Long Range Planning Committee
- VII. Future Board Meeting Dates: Budget Hearing, Annual Meeting and Regular Board Meeting – October 16, 2019, in the HS Conference Room
- VIII. Adjourn

Wendy DenBoer, Clerk

IT IS THE POLICY OF THE SCHOOL DISTRICT OF OOSTBURG TO COMPLY WITH REQUIREMENTS OF THE AMERICANS WITH DISABILITIES ACT. IF YOU HAVE A DISABILITY COVERED UNDER THE ACT, AND REQUIRE AN ACCOMODATION TO ATTEND OR PARTICIPATE IN THIS MEETING, PLEASE CONTACT THE DISTRICT OFFICE AT 920-564-2346.

THIS MEETING IS A MEETING OF THE BOARD OF EDUCATION IN PUBLIC FOR THE PURPOSE OF CONDUCTING THE SCHOOL DISTRICT'S BUSINESS AND IS NOT TO BE CONSIDERED A PUBLIC COMMUNITY MEETING. THERE IS A TIME FOR PUBLIC PARTICIPATION DURING THE MEETING AS INDICATED IN THE AGENDA.

NO PERSON MAY BE DENIED ADMISSION TO ANY PUBLIC SCHOOL IN THE DISTRICT OR BE DENIED PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE DISCRIMINATED AGAINST IN ANY CURRICULAR, CO-CURRICULAR, STUDENT SERVICES, RECREATIONAL OR OTHER PROGRAM OR ACTIVITY BECAUSE OF THE PERSON'S SEX, RACE, COLOR, NATIONAL ORIGIN, ANCESTRY, CREED, RELIGION, PREGNANCY, MARITAL OR PARENTAL STATUS, SEXUAL ORIENTATION, HANDICAP OR PHYSICAL, MENTAL, EMOTIONAL OR LEARNING DISABILITY IN THE EDUCATIONAL PROGRAMS OR ACTIVITIES OPERATED BY THE SCHOOL DISTRICT OF OOSTBURG.

Board Update

Oostburg School District

To: Board Members

From: Kevin Bruggink

Date: September 13, 2019

Re: District Update

- Wisconsin released the 2018-19 student achievement data to the general public on Thursday of this week. Although the state as a whole, and most local school districts, experienced a decline in achievement scores, Oostburg earned results which continue our upward trend. Our ACT composite score places us in the top ten of all Wisconsin schools, and our middle school Forward scores set the mark for our entire area. Although we want to celebrate the strong results, keeping a focus on our process is most important. Most schools experience up and down trends which reflect the talents of specific student cohorts. We are working to have consistent and uncommon results which outperform socioeconomic and other factors beyond our control – and which don't fluctuate based simply on the gifts of a particular group of students. We believe there are many things worth celebrating, including the unique interdependence across our staff, the comfort level staff have in sharing their teaching practices with peers, the vulnerability of staff in sharing data, and the internal accountability staff have to not only students but also to their colleagues. We also celebrate the buy-in from our students and their families. Our staff is working in uncommon ways and so are our students. The results speak for themselves. We are excited to share that our district goals for '19-'20 and beyond are firmly grounded in what we are calling "on track to 24." This not only describes our vision for a consistent ACT composite of 24, but also pulls in very intentional efforts at all grade levels to grow our students. We celebrate the impact of our current processes. We celebrate the support we receive from so many places which allows this to happen, and we commit to continuing to look for ways to improve our practice in a manner which is sustainable for our team both professionally and personally. Thank you to our school board for the very specific ways you have allowed our current reality to exist. I believe the primary factor is the respect each of you show in your words and actions for educators and the work they do with our students.
- With our annual meeting approaching in October, we would like to provide some context related to our local tax levy. The board, and hopefully our community, is already aware that the local levy did not increase as a result of the 2016 elementary school referendum. Although we communicated a projected \$25 per \$100,000 of value increase prior to that vote, we were able to complete the project without any impact. More generally, our local tax levy increase over the past ten years leading into 2019-20 has averaged 0.597%. This includes the local levy of all referendum debt and voucher costs which run through our budget. We believe this is another area for celebration as there likely is not another district in the state with a stronger return on investment when considering student achievement and local levy costs.
- Our Long Range Planning Committee (LRPC) unanimously recommends board approval of the community survey for release the week of October 7th. Thirteen video clips ranging from 0:35 seconds to 2:00 will be released daily beginning the week of 9/23. Those videos are designed to inform community members prior to receiving their survey. Videos will be made available through social media and also posted on our website. Additionally, I have been

meeting with multiple support staff groups to provide background to them first. Our approach has been developed over 6 months of discussion with our LRPC.

- Oostburg will be this year's host site for the Sheboygan County School Legislative Meetings. We will meet monthly along with board and administrative members from county schools and our local legislators. We look forward to hosting our first meeting next week.
- At the time of this update we have received proposals from four law firms. Each firm responded to our request with a detailed outline for services offered. I will be reviewing the proposals over the weekend and share the information with Jim Swart during our meeting Tuesday. We will include an action item on the agenda in the event the board is comfortable acting on a recommendation for legal services.
- I have completed a draft of the 2020-21 calendar and discussed that draft with our administrative team. At this point I am waiting to hear back from our private school partners so we can coordinate spring break (hopefully) to save transportation costs. I also am waiting for feedback from the Oostburg Education Association as we collaborate in developing a calendar with input from multiple stakeholders. The calendar is attached for your initial review and will come before you in October for final approval with any necessary revisions.
- There were many opportunities to build on community partnerships this week including a meeting at Masters Gallery where I discussed an Industry 4.0 collaborative with their team, Mental Health America (MHA) board meeting, and planning for the MHA "There is Hope" walk on Saturday. Chester Marcol is our keynote speaker so please consider joining us on the lakefront for this special event. It begins at 8:30 at Deland Park. Combined with a policy update meeting with NEOLA, this was a full week with many things contributing to our efforts to move forward.
- Go Dutchmen!

Board Update

Oostburg High School

To: Board Members and Administration
From: Scott Greupink
Date: September 10, 2019
Re: Monthly Updates—September

✚ Bryan Lammers has been offered the position of Set Director for our Drama program. His background in construction and access to all of the resources in the Tech. Ed area will make him an ideal person for this role. He will also be able to recruit students for his tech. crew from his classes with the goal of providing an extra-curricular activity that will really benefit a particular type of student.

Some areas we are discussing as a faculty/staff with the hope of taking actions that will allow us to make progress on our goals. (from today's announcements)

For the last two years, somewhat out of curiosity, I have looked at our graduating class student by student in the context of our definitions of our goals to assess if they are college and career ready. We have defined college ready as meeting the benchmark score of 22, and we set the standard for technical college and career ready at 18. If students meet these benchmarks, they do not need to take remedial course work and in general they have the academic skills needed to the challenges of college or tech. school.

Here are some statistics on last year's graduates. 48 students (66%) planned to go to college. 17 (23%) to tech school. 7 (10%) students into the workforce. And one into the military. Our largest group of students who were not ready by our definitions were the students choosing to go to college. 16 of those 48 did not score 22--that is a third of them. Of those 16, 14 scored above 18 so they would have been ready for tech school or a career. We have been told that nearly half of college freshmen do not graduate with a bachelor's degree, and statistically those 16 students are the most likely to fall into this unfortunate category. Maybe they will go to college for a year or two, stop and go to tech school or just get a job but in the process incur a lot of valueless debt.

Our Academic Career Plan/Mentor program has only been in place for two years so these graduates did not benefit from that process, but I think we would be wise to consider the question--As we are operating our mentor program now, will it address these sorts of problems? Will we be able to address the growth of students early enough so that they can graduate prepared for college if they wish to go, or can we help them consider other paths like a technical school by being really honest with them about how on-track they are toward readiness?

I would argue, and I wonder if you agree that we have a decent start to address this reality. We have a good ACP process with student led conferences that we facilitate with very small groups of 5-6 students. What we don't have, and probably desperately need is much more true mentoring to drive this process. True mentoring is one student at a time. True mentoring is more personal and relentless. True mentoring is supportive, but also willing to honestly confront realities in how on track students really are toward their dreams. True mentoring does not allow students to just go through the motions in this process but continues to ask probing questions that require the student to examine their dreams in detail and in a very real way. True mentors feel responsible to address these realities as best they can.

I really hope each of you took the time to read this full message this morning even though it is quite long, and I hope you will share your thoughts so we can build on the ACP/Mentor program in ways that will allow us to have a greater impact on our goal to have student's college and career ready.

Board Update

Oostburg Middle School

To: Board of Education

From: Sherri Stengel

CC: Kris DeBruine, Scott Greupink, Kevin Bruggink, Aaron White, Ashley Hinze

Date: 9/13/19

1. I am happy to report that we found a candidate to teach the High Interest classes at the middle school every other afternoon. Edgar Torres taught Spanish the past 3+ years at Hope Christian High School in Milwaukee. Since this is a private school, he was able to do this without a teaching license. Edgar's first career was in International Sales as he has a degree in Manufacturing and Communications. He is starting classes this Fall at Concordia to get his teaching degree so he has applied for a license with stipulations (formerly an emergency license). Along with teaching, Edgar will be working with Lucas Allen in the mornings of the days he is in the district. I'm excited to have Edgar Torres join the OMS staff and feel so fortunate our paths crossed that fine day in Fond du Lac.
2. Keri Lauritsen has been the OMS Student Council Advisor the past several years. This year, Keri will be sharing the position with Siera Williams. Welcome to OMS Student Council Mrs. Williams!
3. Yesterday, statewide assessment data was released to the public. These results included Forward, Aspire Summative, and ACT Results. Amy Bares has been instrumental in pulling all of this information together for staff and administrators in a timely and organized way so we can look at the data and use it to guide instructional decisions moving forward. As Aaron White did last month, I will be presenting OMS's school wide data from the 18-19 school year at the upcoming school board meeting. This data is a compilation of grade level student learning objectives, as well as the learning objective that I have set for myself and the student population. I am looking forward to sharing what instructional strategies have gone well and positively impacted student learning, as well as identify the next steps for the elementary school and our teachers.

Board Update

Oostburg Elementary School

To: Board Members and Administration

From: Aaron White

Date: September 13, 2019

Re: Board Update

- The first two weeks at the elementary went smoothly for students, staff, and families. We have worked through some minor schedule changes to help alleviate hallway traffic patterns at our busy points and on-boarded new staff to help get to know routines and procedures. A theme that we discussed at our building in-service is embracing the messy parts of a journey. When looking at the finished product of a home repair project on Pinterest or online, or seeing what teachers have spent the summer working on in perfect form, we often forget all of the struggles that took place to bring this final product to fruition. With this in mind, teachers are taking extra time this year to help forge relationships with students and build their classroom communities. Before we dive into our 'regular schedule', teachers and interventionists are letting kids get to know their routines, their teachers, and each other.
- As Sherri mentioned, the results from the state assessment have arrived and we have some positive initial returns. I am looking forward to meeting with Amy Bares to dig a bit deeper into the data, along with our first round of Aspire scores, to help ensure that we reach all student needs. During the last two weeks, I have been checking in with Kristin Stapel and Jill Davies to discuss how they can support students and teachers based on the needs that we are aware of, and how to prepare for new challenges that may surface.
- Next week, we will have an all-school assembly to welcome students back and roll out the 1st OES Fun Run. Our PTO has been working to put this new fundraiser together, which will culminate in the students heading to the OHS track during a school day for a fun run. We are planning on having a DJ, racing sausages, and some high school cross country runners to help support the kids as they walk or run to help raise money for the PTO. This event will take the place of the Fun Fair this year, and we are excited to try something new that will benefit students across the district.

Board Update

Oostburg School District: Director of Special Education

To: Board Members and Administration
From: Ashley Hinze
Date: September 13, 2019

- Welcomed Students: It was wonderful welcoming students back into the buildings to kick off the 2019-2020 school year. The excitement, smiles, and laughter in the halls was a welcomed sound from the quiet of summer.
- Ray Wolf, our School Psychologist, is out until September 19th due to hand/wrist surgery. A big thank you to Sherri Stengel for stepping in and helping us in the School Psychologist role during his absence.
- RDA: PCSA Compliance Audit: I had a teleconference with Sarah Okonkwo from DPI for RDA: PCSA Compliance Audit. RDA: PCSA, which is short for Reading Drives Achievement: Procedural Compliance Self- Assessment occurs every five years. The main goal of the audit is to assure our paperwork meets federal monitoring requirements and that the services we deemed appropriate as IEP (Individual Education Plan) team are being executed appropriately to help our students achieve positive outcomes. Another large piece of the audit is prioritizing what it means for our students to be college and career ready by the state standards in Wisconsin. The audit requested five student evaluations and four student IEPs for review at this meeting. These student records have been sent to DPI to be analyzed. Results should be received soon. Here is a link from DPI for a brief overview of the process <https://dpi.wi.gov/sped/educators/rdapcsa>

Board Update

Oostburg School District: Finance

To: School Board Members, Administrators
From: Kris De Bruine
Date: 9/13/2019

Cash Position:

	Current Year 8-31-19		Prior Year	
	Balance	Interest Rate	Balance	
OSB Checking	\$134,925.40	0.35%	\$1,427,417.97	0.35%
OSB Dental Acct	\$4,680.41	0.47%	\$17,898.60	0.40%
OSB Money Market	\$2,216,281.65	1.40%	\$753,028.18	1.30%
OSB Bond Acct	\$159,104.01	1.12%	\$503,436.93	1.10%
LGIP Savings	\$0.00	1.95%	\$23.31	1.95%
LGIP – Capital Imp	\$481,667.37	2.17%	\$265,534.35	1.95%
OSB – VANCO acct	\$7,495.57	0.00%	\$8,741.08	0.00%
PMA – Capital Imp	\$1,340,187.17	various	\$1,305,988.53	various
Referendum funds	\$0.00	0.00%	\$81,137.90	1.0974%
Officials Acct	\$1,170.94	0.00%	\$3,088.89	0.00%
Cash Boxes	\$600.00	0.00%	\$1,300.00	0.00%
Petty Cash Boxes	\$150.00	0.00%	\$0.00	0.00%
Paypal Cash	\$0.00	0.00%	\$856.83	0.00%
TOTAL CASH	\$4,346,262.52		\$4,368,452.57	
Fund Balance (10/27)	\$2,025,542.38		\$2,001,434.69	

- An updated (through August) report is attached as a separate document. The budget is also included in that same report. Please let me know of any questions or concerns.

Finance Update:

- The preliminary budget is ready for your review. We need to have this in printed format soon, so I will highlight some of the changes that I have recommended in the budget. We will discuss any other changes at the meeting. I will send a synopsis of the changes to you on Monday of next week.

DPI Update:

- Kami and I will be working on both the Summer Pupil Count and third Friday Member Pupil Count which is September 20th this year. I'll have more solid information on the budget revenue at that point with the count being completed. Final changes to the budget will need to be made after the October 15th aid certification is complete, which doesn't leave much time before the Annual Meeting, scheduled for October 17th.

The 1505AC was filed with DPI. This is the annual Aid Certification, which gives DPI the amount of expenses for the prior fiscal year. This is what they use to determine all district's equalization aid payments for the current fiscal year. The next step is to send them the final detailed financial records through the Annual Report and the Special Education Annual Report. Those reports are due soon.

Board Update

Oostburg School District: Technology

To: Members of the Oostburg School District Board

CC: Kevin Bruggink, Scott Greupink, Aaron White, Sherri Stengel, Peter Scheppmann, Kris DeBruine, Ashley Hinze

From: Lucas Allen

Date: 8/16/2019

- Worked with Kevin and Edgar recording videos
- Chromebook checkout through library system, transition and working with library staff
- Website failures and migration to new server
- Website work for building project proposal
- Fix ES Sign
- Migrate new SSL certificates

Board Update

Oostburg School District: Buildings and Grounds

To: Board of Education

From Peter Scheppmann

Date: 9-13-2019

- During the August school board meeting, I had mentioned that I received a notice that one of the district's part time custodians at the elementary school would not be returning for the current school year. We have hired Travis Drossel for this position and he will start on Monday, September 16. The position is a four hour a day, 180 day school calendar position. Travis is a past graduate of Oostburg High School. Please help me in welcoming him on board.
- In the next two months, Mark TeGrotenhuis and I will be clearing no longer needed items from the storage shed so that it is better organized and a better use of square foot space. This will enable us to park all of the districts vehicles in the building. We will be reviewing items presently stored in the shed with the following department heads: technology, theater, food service, district office, etc.
- On August 27, CESA-10, the district's partner in environmental health and safety, conducted a safety inspection of the high school. In their report there were roughly 10 items with recommendations for changes. The areas of concern focus around combustible materials/State fire codes, eye wash stations, electrical issues (decorative lighting), etc. I will be working with each classroom teacher reviewing the hazards and developing solutions for each classroom to correct these issues.
- It is once again time for the custodial staff to start taking extra time in disinfecting many hard surfaces in the classrooms and throughout the building. We are also focusing on a deep cleaning process for the restrooms and locker rooms, using the districts Kavic machines to assist in disinfecting fixtures and floors in those areas.