

**EAST TROY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting Minutes – November 10, 2014**

The East Troy Community School District Board met in regular session on November 10, 2014. The meeting was called to order by President, Ted Zess at 7:03 p.m. followed by the Pledge of Allegiance. Board members present were Steve Lambrechts, Chris Smith, Martha Bresler, Dawn Buchholtz, and Ted Zess. Also present were Dr. Chris Hibner, Kathy Zwirgzdas, Amy Foszpanczyk, administrators, 67 guests, and one reporter.

Ted Zess read the open meeting statement indicating that the meeting is open to the public as required by state statute and that notice of the meeting had been sent to the media and/or posted.

IV. APPROVAL OF AGENDA AS POSTED

A motion was made by Dawn Buchholtz and seconded by Chris Smith for approval of the agenda. Motion carried unanimously.

V. APPROVAL OF MINUTES ON OCTOBER 27, 2014 REGULAR BOARD MEETING

A motion was made by Dawn Buchholtz and seconded by Steve Lambrechts to approve the minutes of the October 27, 2014 regular Board meeting. Motion carried unanimously.

VI. PUBLIC PARTICIPATION PER BOARD POLICY

School Board President Ted Zess read the Public Participation Per Board Policy (187) statement and reminded the audience to be respectful of others and refrain from responding to and applauding other participants.

Claudia Felske explained that she has taught for 21 years, been a resident of East Troy for 18 years, and was 2011 Teacher of the Year. She understands the ramifications of publicly speaking but feels that when the integrity of the administration is being questioned, it is time to speak up. She explained how with decreasing funds and limited supplies, she always asks herself, “what’s best for the kids?” and believes that the Board has taken a Hippocratic oath to best uphold that question. She believes that the Board should “get over” their personal wants and do what is best for the kids and hold each other to the same standard they hold the staff.

Mike Felske is disturbed by the public acrimony the Board has displayed. He explained that he has taught in Milwaukee for 33 years and has witnessed the resulting damage when a Board publically battles. He is a big supporter of East Troy and recently had his graduate students visit ET to observe. He

is very disappointed that the referendum failed, for the sake of the kids and community. He stated that the District needs to move forward, the Board needs to set aside their differences, and work together to come up with a referendum that all members can publicly support. He suggested that if that cannot be done, certain Board members should resign.

Terry Carstens and Debbie Surges read a written statement explaining that they support the administration and Board members who have worked towards providing facilities and furnishings that will lead East Troy students through the 21st century. They expressed their disappointment in hearing and reading that the proposed new administration offices would be “lavish and over the top”. They stated how at no time were the plans lavish and how they “weren’t even going to get new carpet”. They continued to explain how the current District Office spaces were not originally designated for offices, therefore staff have had to adapt to the environment, including but not limited to not having appropriate office space, faulty plumbing, and lack of air conditioning. They expressed their disappointment in how recent referendum conversations were centered on renovating Doubek only for the purposes of new offices and not on moving the District forward, the referendum process and most importantly, the students.

Quinn and Kelly Fitch expressed how it has been a sad week of disappointment and frustration. Combined, they have 40 years in education, live in East Troy and still choose to have their children attend ETCS D but are now questioning if they should. They are disappointed that the Board did not agree to move forward. They expressed how the full page ad in the recent newspaper, published by two Board members, demonstrated a lack of support and how people are fearful of what a third failed referendum will bring. They expressed how great, innovative things are happening within the District and how the administration and teachers are working diligently toward District Goals. They posed the question to the Board, “Other communities are moving forward, why isn’t East Troy?”

Steve Lambrechts joined the audience and spoke as a community member, not as a Board member. He expressed how he is embarrassed by Martha Bresler’s actions and is disappointed in the way she acted especially after being a teacher for 36 years. He expressed how he is appalled by Dawn Buccholtz’s transgressions, to include the incident at the middle school, the way she speaks at Board meetings, and the things she types on the internet. He referenced a quote from a recent play that she attended, “For 23 years, I’ve been dying to say what I think of you, but as Christian man, I can’t say it all.”

Adam Pittner expressed how he enjoys working for East Troy and is continuously working toward making East Troy a “District of Choice”. He explained that every time a referendum does not

pass, it's hindering ET becoming the District of Choice. He urged the Board to move forward and come together to better serve the students.

Ann Phillips asked the Board to think back to five years ago. She explained how the practices, vision, opportunities, and how students are learning have drastically changed for the better over the last few years but the structure has not. She explained how administration has worked hard to create a focus on one thing, the students, and it's becoming more difficult as the structure is not adjusting with the practices happening within. She spoke on behalf of the teachers, expressing how there is a feeling of dissonance between everyday practice and the Board's actions and perceived beliefs. She explained to the Board that a referendum is not a competition, there are no winners and there are no losers; the only people that are hurt are the students. She stressed that East Troy staff have the teaching philosophy and practice but need the buildings to support their endeavors.

Roni Carpenter explained to the Board how the high school principal consistently encourages his staff to promote learning and focus on the students; she asked that the Board do the same.

Tricia Harris opened with giving applause to the administration team for their everyday efforts and the work they put in toward the most recent referendum. She spoke as a community member and a parent explaining she believes that the most recent solution met District needs and the plans were not as elaborate as perceived by some. She expressed that she was appalled by the fiction that was published in the Letters to the Editor in the local newspaper. She explained how she gathered information distributed by the District and wrote a factual rebuttal that met the Paper's rebuttal submitting requirements. She also explained her communication with the Paper and how they initially agreed to print her rebuttal but she later received a message saying that there will be no rebuttals (hers nor others) published. She expressed her disgust in the following week's paper concerning a full page ad that two Board members put their name on. She could not believe that those Board members had the audacity to publicly "throw coworkers and administration under the bus". She believes there is no reason the Board should not be able to work together and that the two Board members should publish a full page ad apologizing, referencing that if what they had done, was done to them, they would have contacted their lawyers. She stated that the elementary schools need to be attractive so that they bring new families to the community to patronize local businesses. She asked the Board to think about the whole wave of repercussions of their actions. She elaborated that 21st century learning is happening District-wide, beginning in 5K and how Chester Byrnes is not an adequate building for 21st century learning. She requests the Board move forward, work as adults, speak positively, not have a personal agenda and work together. She also requests that if any Board member cannot do those things, that they step down.

Mary Harding expressed that she is proud of the East Troy schools and community and beg that the Board come together to get a referendum to pass, that helps the students.

Linda Dodge explained that she has been a lifelong resident of East Troy and believes it is a great place. She expressed that people trust the Board but that trust may have been compromised. She explained that leadership takes character and competence and that the Board has those things but it's time they start using them.

Laurie Anschutz explained that this is her 18th year teaching at East Troy and thanked Ted Zess for his letter to the staff and community and agreed with how it stated East Troy has the best administrative team and best staff working together to accomplish District goals. She stated that Doubek staff have been diligently working toward District goals and student achievement and explained that Doubek is the first step of an East Troy student's educational journey. She expressed her concern of the failed referendums and the direction that the East Troy Community School District is headed in.

Gayle LeSage expressed how she felt this referendum was not done honestly and was undermined by certain individuals. She explained that the Board had her respect until now and that it is very disheartening. She elaborated on a past experience of differing perspectives where she put her personal beliefs aside for the betterment of the group and for them to move forward. She suggested the Board do the same. She explained to the Board that there is a very low level of trust and that needs to be rebuilt. She reminded them of the many Board members before them who took many years to build a high level of trust with the community and that is now broken. She explained to them that life is over in a blink of an eye and that the Board has the opportunity to make a footprint not only for the District but for the community. She advised them to help make East Troy a place to live life.

Phyllis Kneiart expressed her disappointment in the way the referendum failed. She believes that if the Board would have gathered consensus and other things would not have happened, it would have passed.

Lisa Dragotta stated that what she wanted to say had already been said.

Vicki Ksobiech opened with stating that East Troy is its own family. She further explained the camaraderie between teachers, the dedication of all staff, bus drivers to custodians to administrators, and that they all put in long hours for the students and all support one another. She explained how the "at home feeling" was an attraction to East Troy and how we no longer have that. She stated to the Board that she is currently in one of the smallest classrooms in the District with 23 kindergartners and asked them to stop in anytime but just know how to tie shoes. She further explained how the staff, students, and community needed this referendum to pass. She explained that Prairie View was done 15 years ago and nothing lavish was done; "we're not lavish people." She pleaded to the Board to be a family again.

Nick Balge spoke on behalf of the students and explained to the Board that the students really needed the referendum to pass. He stated that a certain event resulted in the community losing trust in the School Board. He believes that the Board needs to communicate more effectively with the community by asking for input and publishing more information on proposed plans. He also believes that the community may be questioning whether the District is spending money wisely and does not understand why certain Board members keep pushing for the one thing that has caused the referendums to fail.

Maggie Mayer explained that this is her 9th year at East Troy and is proud to be a part of ETCSD and hopes that the Board is too. She further explained that after the 3rd failed referendum, her level of pride was diminished. She elaborated on how current teaching practices are limited due to classroom size. She recommended that the Board put their personal agendas aside and do not only what's best for our students, but what our students deserve.

Claire Gultch stated she wanted the referendum to pass. She shared that about 70% of graduates move back to the town they graduated from and stated that she's not sure she'll come back. She also shared that she's 18 years old and voted yes.

Gina Dingman explained that her children attend(ed) East Troy schools. She also explained that each failed referendum is impacting home values. She compared East Troy to Palmyra, concerning how the District affects home sales and the community. She stated that the East Troy Village President has recently gone around trying to create a sense of unity and questions why the School Board is not doing the same. She referenced a quote in a recent news article written by a Board member, "it's not uncommon for districts to go to referendum 4-5 times." Ms. Dingman followed up with "we are not that Board". She expressed to the Board that they are up there to be productive and that unity is what the community needs.

Joe Klarkowski [Ted Zess read prepared letter] expressed that the well has been poisoned. He stated he has respect for Tedd Zess, Chris Hibner and Steve Lambrechts for their efforts and actions during the past referendum. He believes the answers are to get Dawn Buchholtz and Martha Bresler on board and that the Chester Byrnes building has to go. He also explained that the main reason he moved to East Troy was because of the District and teachers.

Randy Timms [Ted Zess read prepared letter] expressed that he is not surprised another referendum failed but believes something needs to be done to move forward. He believes that if the District continues on its current path, there will come a point that East Troy is no longer its own school district. He further stated that there must be compromise and the Board must find enough to agree on, otherwise the students, staff, and tax payers will suffer. He also suggested the Board fight in private, as

it causes confusion when done in public. He also suggested that the Board create a list of what needs to be done and be committed to finding a way to better the student's environment and education. He recommended that if the Board needs assistance, that they ask for it.

Tricia Harris expressed her concern of the character and credibility of the local newspaper and requested she be notified if she is quoted in an article and/or if she is quoted, that she is quoted accurately.

Tracey Ouellette, Community Editor for the East Troy Times, stated that she does not give advance copies of her article and reminded the participants that if they choose to speak in public, anything they say can be published.

Ted Zess recommended the Referendum be placed on the agenda for the December meeting so the Board can have a debriefing and discuss the next step. Martha Bresler believes that the Board should not wait that long to discuss the issue. Chris Smith inquired about the deadline date for submitting a referendum for the April 2015 Election; Kathy Zwirgzdas stated January 24, 2015. The Board will hold a special working meeting with the topic of referendum on Monday, November 24, 2014 at 7:00 p.m.

VIII. ADMINISTRATIVE REPORTS

A. District Administrator Report:

- i. Dr. Chris Hibner explained that every November he does a brief presentation about being a School Board member but will table the presentation due to the length of the meeting.
- ii. Mike Weygand and Jeff Crandall, high school counselors gave a brief update of recent high school events to include: GPS, S.O.S (Signs of Suicide), Challenge Day, WKCE, ACT Aspire, Reality Store, Financial Aid Night, Career Panel, Junior Conferencing, iSTEOP testing, and Holiday Help.
- iii. Dr. Chris Hibner stated that he has been asked several times since the third failed referendum, "what's next?" He further explained that some believe there is no urgency. He stated he respectfully disagrees and his opinion is that there is a sense of urgency. He stated he was very proud of the things he had heard during public participation, especially the focus on student learning and continual improvement. He expressed that he was moved by the statements made and how they demonstrated the vision of the District becoming the District of Choice; the statements made him aware that the vision is no longer just words, it is a reality and he is proud to be a part of it. Dr. Hibner thanked the voters, glad that there was a great turnout, and proud that the community exercised their right to vote. He explained how teachers lead about 20-30

students in their classroom at any given time and how they have a very large impact on many children due to the high number of interactions. He reminded the audience how the District Administrator is responsible for over 200 staff, over 1600 students, unions, and other stakeholders, including the taxpayer. He admitted that for once in his life, he was unsure of what to say and what the next steps would be. He stated how it is important that each professional remember always remember their role, responsibilities, and professionalism, especially on what to say, when to say it and the venue it's said in. He feels disheartened by how divided people are and hope they're not as divided as it may seem. He stated how he has discussed several times over the last few years that any referenda will bring ideas, tension, conflict, and passion; however, with each failed referendum, success becomes more difficult and valuable time, credibility, and trust is lost. He reiterated the fact that time and any indirect effects of failed referendums can never be regained. He brought focus back to the Rubik's cube regarding the six District goals and asked the question, "What is next?" He explained that he respects varying viewpoints but respectfully disagrees with those that believe the District does not have a sense of urgency. He asked the Board and community the following questions: How do we move forward? What are the plans for District buildings? How will we assist with yearly operational shortfalls? How will we address the learning environments for our primary students? How will we assist staff with the learning process? How efficient do you want us to be? Dr. Hibner clarified that contrary to some beliefs, the previous three referendum questions were not adding to the operational shortfalls that the District was already experiencing. He also clarified that the District has had an approximate \$4.5 million shortfall over the last six years due to the revenue cap gap [decreasing revenue due to declining enrollment and State budgets which also leads to decreasing State aid] and have adjusted accordingly while still maintaining staff and increasing student programming. He expressed his disappointment in the fact that the District can no longer work on a separate operational and capital referenda. His disappointment is due to having a set plan in 2010 to ensure financial responsibility and recognize the tax payers in a sequential order by addressing capital needs first then operational needs. He explained how the failed referendums greatly alter the financial plan set in 2010. He asked the Board the following questions: What do you want our financial message to be? How will we address operational needs with rising costs? How will we address deferred maintenance issues? Dr. Hibner elaborated on the fact that the shortfalls are no longer "catchable" and that administration has been controlling spending and debt, relying on the long term financial plan to be executed. He further elaborated on how the District has controlled spending such as, tracking

enrollment trends over the last ten years, health insurance changes, changes in retirement language, and other cost avoidance measures. He also explained how the District has refinanced debt for the pure benefit of the taxpayer. He expressed his concern to the Board that the last four years pertaining to facilities not being upgraded, is four years we can not get back and yet, the inability to be successful with our facilities impacts our plans as it relates to student programming, promoting a personalized learning environment, attracting and retaining quality staff, ensuring efficient and effective buildings, assisting the overall operations of our budget by supporting and promoting education toward increased student enrollment. There is just no way to determine the true impact this will have on other areas within the District. He explained how the community may have lost their trust in the District. He also expressed his concern that the District may no longer be able to expand programming and the District may not only have to decrease staff but staff may leave due to perceived lack of support. Dr. Hibner made it clear that he is not pushing an urgency agenda but promoting the push forward of continually improving and evolving the supports our District, community, staff, and most importantly, students need. He discussed how education is becoming a competitive environment and we should be focusing on providing the best for students and making East Troy the District of Choice. He explained how he is unsure how East Troy will continue to compete with open enrollment, course options, etc. without consistently investing in our schools, people, and programming. He reminded the Board and the community that “we can make East Troy whatever we want it to become but only if we move together”. Dr. Hibner reported on the districts throughout the state that passed referendums during this past election and explained how it is becoming increasingly difficult to compete with districts that are continually improving facilities and passing operational referendums. He reported that during this past November election statewide \$309,490,000 of facilities referendums, \$160,041,297 non-recurring referendums, and \$3,055,864 recurring referendums were approved, yet East Troy was not a part of those successes. He reminded the Board that some districts are passing operational referendas every three to five years toward maintaining or even increasing programming. He also explained that it is not uncommon to see districts going to referenda for infrastructure at least once a decade to ensure quality facilities. He asked the question: “what do we want our district to become?” Dr. Hibner apologized for not working even harder to have people understand the ramifications of the first two referendums and helping them to understand the impact a failed referendum can have on a community and district. He explained how the first two referendums did address District needs, perhaps not the greatest needs as viewed by many

and possibly reiterated through the results, but needs nonetheless. He stated how he religiously defended those people who were in support of those needs because he believed that each person had good intentions even though the resolutions were not aligned to what the community wanted at the time or the District's greatest needs that could have built support. He expressed his disappointment in certain individuals giving people reasons to vote no on the third referendum, as the process was hard enough already. He stated how it is difficult to help someone understand why they should vote and believes it is unfortunate that whether it was the resolution or others actions, they gave people a reason to vote no. Dr. Hibner elaborated on how enrollment increased this year for the first time in about a decade and as excited as administration was about that, the forward momentum of enrollment may not continue when we continue to provide a perception that education is not supported. He shared the reality that the District's open enrollment-out has a line item of approximately \$1 million in a \$17 million overall budget. He also shared that despite decreasing funds, East Troy has many accomplishments to be proud of every year, including AP Exams, PBIS, ACT, State Report Card, student growth, program expansion, and teaching practices throughout the District. Dr. Hibner elaborated on a recent local business partnership meeting that the District sponsored and how well it was received by those who attended. He stated how he had heard that someone was questioning the ultimate goal of the meeting, which he believes demonstrates mistrust. He explained that the meeting was held to discuss partnerships within the community and how they can collaborate with the District to assist with student learning and the referendum was only discussed at the end to ensure all were informed. Dr. Hibner elaborated on the Community Survey and that the ultimate goal was to gain input and demonstrate that the input was taken into consideration, something he believes was not done well enough with the first two referendums. He wished more people would have participated and explained that the Board had to use the 500+ surveys that were actually returned as a representation of the community. He explained how the Board requested Donovan Group, LLC, who conducted the survey, to create a summary of the survey results and group results and comments by themes. He further explained how the survey results that he has seen are the same results that the Board and the community have seen. He finds it offensive that some people have attempted to make others believe that Ted Zess or him have manipulated or concealed survey data. In addition, he commented his true disappointment with some since they know Ted and I have no other data. He further explained that he specifically requested not to see any raw data, to ensure confidentiality and not to create any mistrust issues. Dr. Hibner confirmed that neither he nor

Ted Zess have ever received or viewed any raw data or any other comments than the themes provided to the board and community. He explained that a request can be made by the full Board to view raw Survey data and the request is to be submitted to Donovan Group, LLC, who will then determine if the data is to be released. Dr. Hibner stated that if the Board would like to see the raw Survey data, then it should be added to the next meeting's agenda as a discussion/action item and he explained that this request cannot be done by himself or any other individual Board member. He also stated that it is his belief that if a person needs to see raw data, they lack trust in the results and process and also believes in the importance of asking questions and trusting the contracted officials completing the Board's request. He explained how anyone could submit an open records request for the raw Survey data and elaborated on the likely response that would include: the District does not have any raw survey data on file, confidentiality of the survey takers needs to be respected, and Donovan Group, LLC trade secrets need to be respected. Dr. Hibner explained how he respects open records requests and explained how he provides feedback in the responding letter, of which he's not required to do. He stated that this response letter notifies the applicant that when an open records request is denied, the request can be subject to review under State Statute 19.37(1) or an application for review by the District Attorney or Attorney General can be submitted under State Statute 19.35 (4)(b). He advised the Board that if survey results will not be used appropriately, a survey should not be conducted. He reminded the Board that when it comes to education, it is not about winning or losing and that each failed referendum discourages progress and influences people's perceptions. Dr. Hibner stated that he has been asked by other educators and people, "How in the world did you not pass a referendum with a \$0 impact that seemed to focus on needs?" He expressed his pride and frustration that many other districts throughout the state seem to be using East Troy's model for programming, practices, financial planning, and referendum process and are having success with them. He summed it up with, "We're ahead of the game and yet we're behind so many." Dr. Hibner asked the Board, "Do we keep our current District goals?" He explained how even though they are phenomenal goals that all of us take pride in and we're accomplishing all of them each day, there may come a time in the near future that we will have to revisit them because they will no longer be an action but merely words. Dr. Hibner strongly expressed that he does not want to revise the District goals, he wants to regain and maintain the focus on the students, while continuously striving to make East Troy the District of Choice. He concluded with a question and a quote: "If this would have passed, what would have

been so terrible?” and “Sometimes the greatest strength is not holding on but being able to let go.”

iv. Ted Zess read his Press Release concerning the referendum election results (noted below). Ted Zess then called for a 10 minute recess at 9:13 p.m.

i. Dear Staff and Community Members of the East Troy Community School District, While I am extremely disappointed in the results of yesterday’s (November 4, 2014) referendum vote, I know in my heart that the East Troy Community School District is on the right path and that we must continue to work toward achieving all of our district goals for the betterment of our students and our community.

I firmly believe that we have the best administrative team in place to articulate these district goals, and the best staff to achieve them. The district has achieved many great successes in recent years, and working together, we can achieve the allusive goal of having the best facilities that support our long-term mission and help us achieve more successes. It is rare to have such a great group of people, in one place and at one time, who can reach for such lofty goals and be able to achieve them. Thank you for all you do for the students of the East Troy Community School District.

Although I’m disappointed now, tomorrow is a new beginning. I will keep working and fighting for this school district and this community. While there will be disagreements related to the best path to reach those goals, I ask all of you to help me in working together for our school district and our community. Only together will we succeed.

Sincerely, Ted Zess East Troy Community School District President

B. Business Manager Report:

i. Kathy Zwirgzdas stated that she has information regarding a question from the previous Board meeting but until trust is rebuilt, she will only be reporting documents and limit comments to the questions the Board has, as she has a difficult time speaking in front of people that use her words against her. She referenced a full page ad in the newspaper, sponsored by two of the Board members, noting the use of the word “admitted” in regards to the Business Manager. She stated that “to admit something means ‘to confess reluctantly with guilt’”. Ms. Zwirgzdas explained that she has never hidden the fact that taxes would go down if the referendum did not pass and stated how she has always been forthcoming and presented information numerous times. She further referenced another quote from the ad, “Is it disingenuous for the school district to state passage of the referendum will not increase taxes?” as well as where the ad implied the Plan did not demonstrate fiscal responsibility. She explained how the community

was surveyed and how the results showed there would be support for a zero dollar tax impact. Ms. Zwirgzdas stated that the Board expects her job to be one that finds win/win situations, ie: balance budgets with dwindling resources and squeezing blood out of a turnip. She explained how working out a referendum that would improve the District while keeping it affordable and reasonable for the taxpayers, was an example of that. Ms. Zwirgzdas explained how she took this ad to people outside of the District and asked them what they thought the two Board members think of their financial offices and she received responses of, “not telling the truth”, “lying”, and “shady”. She explained how the majority of the community does not attend Board meetings, therefore they do not hear her speak and get their information from the local newspaper. She posed a rhetorical question to the Board about what they thought the community’s perception of the District’s Business Manager was after seeing this particular ad. Ms. Zwirgzdas reminded the Board that she is one of only a few hundred in the *nation* that is a Certified Public Finance Officer. She then stated that others have said they are not taking this personal but she is. She referenced a previous Board meeting where a Board member accused administration, specifically herself and another, of not bringing their children to the ETCSD, at which time, her child was not old enough to attend school. She expressed to the Board that her daughter will be old enough to attend school at East Troy next year and expressed her concern of what staff, other families, and the community will think of and how they will treat the daughter of the “lying, shady Business Manager”. Ms. Zwirgzdas stated that she’s hearing comments as if some may want to go for a another referendum and then referenced Dr. Hibner’s report with asking the Board, “What do you want our financial message to be?” She questioned how a \$0 tax impact referendum, while paying off old debt and replacing it with new debt was not a good financial message and asked the Board what they thought a good financial message should be.

C. Director of Instruction Report:

- i. Amy Foszpanczyk did a brief presentation on BYOC (Build Your Own Curriculum) and how a public site was recently launched where parents are able to see their children’s curriculum and learning targets online. Parents are able to answer the question they pose to their children, “What did you learn today?”
- ii. Amy Foszpanczyk discussed how recent staff development days have been focused on 1:1 initiative goals of personalized learning, global perspective and student engagement. She reported on a Technology Summit that involved staff and students and the discussion was focused on how technology could be incorporated into the classroom.

- D. Director of Special Education/District Assessment Coordinator: No report submitted.
- E. Student Representative's Report: Julia Kostopoulos reported that the recent musical had three sell out performances and Challenge Day is coming up.
- F. School Board President's Report:
 - i. Martha Bresler reported that the Student Learning Subcommittee had their first meeting and discussed a list of topics that need to be reviewed.
 - ii. Operational Subcommittee did not meet.

IX. FINANCIAL REPORT

No report submitted.

X. DISCUSSION/ACTION ITEMS

- A. School Bell: Julie Loeffler presented information she had researched concerning the school bell. A motion was made by Ted Zess and seconded by Chris Smith for the District to keep the school bell and find a suitable use, possibly in the athletic department. Motion carried unanimously.
- B. 2015-2016 District Calendar: A motion was made by Chris Smith and seconded by Dawn Buchholtz to table the discussion of the 2015-2016 District Calendar. Motion carried unanimously.
- C. Course Proposals: Amy Foszpanczyk presented course proposals for AP Human Geography, Sociology, and Learning Center for Credit. A motion was made by Chris Smith and seconded by Dawn Buchholtz to approve the AP Human Geography course. Motion carried unanimously. A motion was made by Chris Smith and seconded by Dawn Buchholtz to approve the Sociology course. Motion carried unanimously. A motion was made by Chris Smith and seconded by Dawn Buchholtz to approve the Learning Center for Credit course. Motion carried unanimously.
- D. Notice of Election for School Board: Dr. Chris Hibner read the official notice of election for School Board, noting that Martha Bresler is up for re-election in April. The deadline for submitting candidacy paperwork is January 6, 2014. He encouraged community members to contact the District Office with any questions.
- E. Petition for Election filed with WERC: Dr. Chris Hibner reported that the District received a petition for election filed with WERC and that all eligible support staff and teachers were notified. He clarified that the East Troy staff are not certified, therefore this is considered a regular election, which means the outcome is based upon the majority of votes submitted, not the majority of members.

- F. Individual Retirement Request by Professional Staff Member: Item moved to executive session.
- G. Update on Professional Staff Employment: Item moved to executive session.

XI. POLICY REVIEW AND DEVELOPMENT:

- A. Board Policy 690 – Disposal of Fixed Asset(s) (Second Reading): The Board briefly discussed.

XII. COMMUNICATIONS/ANNOUNCEMENTS

Dr. Chris Hibner recommended that the Board review Kathy Zwirgzdas' ten year history of state-wide equalization aids and definitions of various types of schools report in the Board packet, as it is very informative.

Dawn Buchholtz informed Dr. Hibner that she and Martha Bresler never asked for raw data but “complete” data since there was so much emphasis on the survey. She further explained that they were looking for all survey comments and for them not to be placed in themes. She stated they were not concerned about who said what.

Martha Bresler explained that she remembered there was a meeting that they were told they could get the survey and a man in the audience had responded with “yes”. She also reiterated they were looking for “complete” data.

Dr. Hibner reminded the Board that they had requested that Donovan Group, LLC place comments into themes and that Mr. Donovan had explained the process. Dr. Hibner explained that if the Board wanted to see the comments not included in the survey summary, they, as a full Board, should have specifically requested them and still can. He reiterated that nothing was intended to be hidden. He also expressed that if any Board member at any time feels there is a miscommunication or they need clarification, they should contact him or Ted Zess directly. He briefly explained how recent comments and printed ads have impacted the District's credibility.

Ted Zess stated he believes the problem was “assertion of false information”.

Chris Smith asked Ms. Bresler and Ms. Buchholtz if they wanted to request the survey comments on a future agenda, and if not, he believes the issue should be laid to rest.

Dawn Buchholtz and Martha Bresler agreed that they no longer need to see the data, as the referendum is over.

Dawn Buchholtz suggested that if the Board was going to look at the Survey results for a future referendum that they should consider requesting the complete data.

Martha Bresler apologized for the possible misunderstanding of what data was wanted. She also stated that she takes full credit for her memory not being very good.

XIII. BOARD OF EDUCATION – FUTURE ITEMS:

No items submitted.

XIV. ADJOURN TO EXECUTIVE SESSION

A motion was made by Dawn Buchholtz and seconded by Steve Lambrechts to adjourn to executive session for discussion of consideration of strategies relative to the employment and/or compensation of a professional staff member as it relates to an individual retirement request and update on professional staff employment as provided under 19.85(1)(c). Steve Lambrechts, aye; Chris Smith, aye; Martha Bresler, aye; Dawn Buchholtz, aye; Ted Zess, aye. Motion carried unanimously. Meeting adjourned at 10:27 p.m.

XV. RECONVENE TO OPEN SESSION

A motion was made by Dawn Buchholtz and seconded by Steve Lambrechts to reconvene to open session at 10:45 p.m. Steve Lambrechts, aye; Chris Smith, aye; Martha Bresler, aye; Dawn Buchholtz, aye; Ted Zess, aye. Motion carried unanimously.

A motion was made by Dawn Buchholtz and seconded by Steve Lambrechts to accept the individual retirement request by a professional staff member as discussed. Motion carried unanimously

XIV. ADJOURN TO EXECUTIVE SESSION

A motion was made by Ted Zess and seconded by Dawn Buchholtz to adjourn. Steve Lambrechts, aye; Chris Smith, aye; Martha Bresler, aye; Dawn Buchholtz, aye; Ted Zess, aye. Motion carried unanimously. Meeting adjourned at 10:42 p.m.

Respectfully submitted,

Chris Smith

PENDING BOARD APPROVAL