

Tri-County Area School District

Plainfield, Wisconsin
Minutes from Regular School Board Meeting
Held October 24, 2017

#52 Call to Order

Mark Bacon-President called the meeting to order at 7:00 pm in the District Office conference room.

#53 Roll Call of Members/Declaration of Quorum

School board members present were Mark Bacon, Jeff Hopkins, Jim Knutson, Jim Cesar, Wayne Cummings. Absent were Susan Lederer, Jerry Knutson, Peggy Buckholt and Cindy Baumgartner. A quorum was declared.

#54 The "Pledge of Allegiance" was recited

#55 Adoption of the Agenda

Jim Cesar made a motion; Wayne Cummings seconded and carried on a voice vote to adopt the agenda.

#56 Revenue/Expense Report

Anthony Marinack, District Administrator, stated that 8.12% \$729,952.35 of the anticipated revenue has been received to date and 18.12% \$1,727,515.05 of this year's budget had been spent to date. This is an example of a month when a fund balance is very necessary. Tony went over the Fund 10 and Fund 27 Budgets and where any revenue and expense differences were from the original budget estimate that was done in April 2017 for the 2017-2018 school year. A large portion of savings came in Fund 27 in regards to a cost savings on our CESA 5 contract for our School Psychologist, EC Teacher and a few other services. This savings along with only a 1.5% increase on health insurance premiums versus the estimated 10% in the spring caused the Fund 27 Fund transfer to go down an estimated \$85,777.00. Fund 10 also had some revenue changes based on the State's Budget decisions with Per Pupil Aid and Sparsity Aid. There was also savings in Fund 10 with the smaller health insurance premium increase than originally projected. Jim Cesar addressed the Board with an explanation of what the Fund Balance actually was and how it worked. It is not a savings account, it is operating funds. It is what you need to pay out and work with in order to run your day to day operations. We currently have a good percentage Fund Balance, but if we keep dipping into it year after year we will continue to go further in the hole. Based on cash flow needs in the future we may need to start short term borrowing and then we would pay interest on those funds. Paying interest would use up funds that could be spent somewhere else in the school budget. Once this borrowing cycle starts it is hard to get out of it. Mark Bacon commented that if you look at these

revenue and expense numbers we are currently using about a million dollars of the fund balance to date.

#57 Bills/Receipts Approved

Mark Bacon made a motion, Jeff Hopkins seconded, and carried on a voice vote to approve checks 976288 through 976456 and wire transfers #20170028 through # 201700038 in the amount of \$441,753.71 and receipt of revenue for \$446,002.39, September 27, 2017 through October 24, 2017.

#58 Public Forum

Gary Knuth of Plainfield addressed the Board stating his opposition to freezing the step movement for teachers. During the negotiations meeting they settled on a 1.00% base increase which came down from their starting point of a 1.26% increase. A few days later it was a shock to learn about the decision to possibly freeze the step movement for teachers. He stated this was the first time that has happened in his 31 years of teaching. The salary schedule is set up so that the teachers earn more money as they move up a step. If they do not get that step this year they will lose that money every year going forward on their earnings. What is the incentive for the younger teachers to stay if we freeze their step movement. Gary stated that is was disheartening and that he hoped the Board could find the money to give the teachers their steps. He explained that we are here to teach students and that Tri-County has good teachers that stay so why can't we find the \$30,000 in the budget that these teachers deserve. Tina Krummel of Wisconsin Rapids addressed the Board stating her opinion regarding the freezing of step movement for teachers. First she thanked the School Board and said she was proud to be a Tri-County employee for the last 19 years. She understands that we have a fiscal responsibility but we are also in the business of educating children and we need to keep good teachers. Teachers have come here from other Districts to get steps and lanes on our salary schedule and if we take that away what do they have. The assets we have in our teaching staff are phenomenal. If we freeze the step movement it hurts the younger teachers; so how do we keep them. We have several teachers that drive 20-30 miles just to work here and we have some of the best and dedicated teachers. In the next 10 years we will have quite a few teachers ready to retire and who will we get to replace these teachers and how do we prevent our younger staff from moving on. Educating children is the legacy of these teachers and she would like the Board to take all of these points into consideration when making their decision regarding step movements.

Jim Pieper of Plover shared with the Board a letter he had written. He thanked the Board for giving him the opportunity to speak. He started by saying we are in uncertain times with cuts to the budget and decisions happening at the state level. He spoke about being proactive and keeping up staff morale during these times. He is around the age of retirement but is concerned about the younger teachers coming into the profession. He talked about the State's budget and the possibility of there being more Sparsity Aid available in the 2018-2019 school year for Rural Districts. The current decisions on the state budget have put pressure on quite a few districts, especially rural districts. The school is the heart of the community and it needs to be supported. There is a new bill for the

2018-2019 school year which could increase Sparsity Aid and asked if that happened could steps be reinstated to help with staff morale. He asked the Board if this increase happened how would they choose to use the increase of funding in the budget and hoped it would help allow for step movements to continue in the future.

#59 Consent Agenda Items Approved

Wayne Cummings made a motion, seconded by Jeff Hopkins and carried on a voice vote, to approve the following consent agenda items:

- Minutes from Regular Board Meeting Held September 26, 2017
- Minutes from Negotiations Open Board Meeting Held October 2, 2017
- Minutes from Negotiations Closed Board Meeting Held October 2, 2017
- Hired Scott Booth as the MS Boys Basketball Head Coach at Step 9
- Hired Matt Miles as M.S. Boys' basketball coach at Step 1
- Accepted resignation from Jacob James C-Team basketball coach
- Accepted a donation of a Fisher for the biology room from Larry and Karin Flyte.
- Accepted Early graduation releases for Makenzie Conley, Ciera Mahal, Ana Mondragon, Daniela Jaime-Delgado, Tyler Hutkowski, Reyna Gonzalez, and Autum Akkerman.

#60 1.0% Base Salary Increase

Jim Cesar presented to the board the salary recommendations from the negotiations committee. By law the highest increase could be 1.26% but was discussed that a 1% base wage increase be given and divided equally per cell on the salary schedule. Jim Cesar stated that the 1% increase was agreed upon by the TCAEA. Jim Knutson made a motion, Jeff Hopkins seconded to approve the 2017-2018 implementation for the teaching staff of a 1.0% base salary increase, which equals \$26,132.37 to be divided equally among teachers according to FTE. This is approximately a \$498.00 wage increase per teacher for the 2017-2018 school year. Motion carried on a voice vote.

#61 Lane Movement for Teachers

Jim Cesar presented to the board the lane movement recommendations from the negotiations committee. The committee felt that lane movements were important as it reflected the teacher's efforts to improve themselves with additional learning opportunities. 3 teachers were eligible for 1 lane movement with an approximate cost of \$3,265.00. Wayne Cummings made a motion, Jim Knutson seconded to approve the 1 lane movement for the teachers that turned in their credits for the 2017-2018 school year. Motion carried on a voice vote.

#62 Freeze Steps of All Staff

Jim Cesar presented to the board the recommendations from the negotiations committee regarding freezing steps for all staff just for the 2017-2018 school year. Jim stated that this vote would just be for the upcoming school year due to our budget shortfalls and all years going forward would be decided at the time those budgets were being discussed. He also discussed that since Act 10 in 2011

a number of schools chose to take away steps and lanes all together. The approximate total savings of freezing all step movement for the 2017-2018 school year would be \$45,756.91. Jim Knutson made a motion, Mark Bacon seconded to approve the freezing of all step movement for the 2017-2018 school year of teachers/staff. Jeff Hopkins abstained. Wayne Cummings stated it was a disservice to the staff and did not support the decision and voted No. Motion carried on a voice vote.

#63 Salary Increase Support Staff and Administration

Jim Cesar presented to the board the salary recommendations from the negotiations committee. Jim Cesar made a motion, Jim Knutson seconded to approve the 2017-2018 implementation a 1.0% base salary increase for the support staff, 1.0% salary increase for the Building and Grounds Supervisor, and Food Service Manager, and a .75% salary increase for the Administration team for the 2017-2018 school year; Jeff Hopkins abstained. Motion carried on a voice vote.

#64 2017-2018 Budget and Tax Levy

Tony started the discussion by mentioning the 2016-2017 budget shortfall of about \$130,000 which included a \$30,000 new roof that was put on the HS gym. He also pointed out that we currently have no debt service. Last year the Food Service, Fund 50, had a surplus of just over \$45,000. This has been used so far this year to purchase a new convection oven, steamer, warmer and other kitchen updates. Dollars in Fund 50 cannot at any time be used to cover costs in any other fund. Fund 80 covers our Police Liaison cost and our Fitness Center. Fund 80 shows a small balance of carryover which could be used to update some of the Fitness Center equipment if needed. He discussed total revenues and expenditures and the Proposed Tax Levy. The proposed tax levy would go down 2.45% from last year. This should make tax payers happy. The mill rate would go down to 7.85% which hasn't been that low since back in 2009-2010. The way the state formulas are set up we are not able to tax enough to get what we need to cover costs and that is why we keep having a budget deficit. Jim Cesar made a motion, Jeff Hopkins seconded to approve the budget and tax levy for the 2017-2018 school year. The 2017-2018 final budget and tax levy as follows: Expenditures in the amount of \$9,131,421.00, General Fund Tax Levy of \$2,852,767.00, Community Service Fund Levy in the amount of \$21,470.00 for a total school levy of \$2,874,237.00. This is a 2.45% reduction from last year. Motion carried on a voice vote.

#65 Correspondence- Thank you card from Kevin and Jackie Sigourney.

#66 Reports

Student Representative Andrea' Boyd reported on the Juniors and Seniors attending the Wisconsin Education Fair held at MSTC. They were able to get information for educational choices beyond high school. Andrea' expressed that Homecoming week with the theme of "Roadtrip" was the best showing of school spirit she has seen in her four years at Tri-County. FFA Students left on Tuesday for the FFA National Convention with their first stop being in Chicago to see some of the sites there before continuing on to the Convention. On Thursday October 26th there will be a motivational assembly and free concert titled Attaboy. Wednesday October 25th is Unity Day where everyone

should wear orange to take a stand against bullying. The end of the quarter is coming up in early November. The Fall Sports Banquet was held October 23rd with a huge turnout. Soccer had a great season even if their record of 0-16-1 didn't reflect that. Football had a 4-5 Conference record and 0-1 Playoff record for a great season as well. Volleyball had a 7-3 Conference Season and took second in Conference behind Pacelli. Math League will travel to their first meet on November 8th. Students will be taking the qualifying exams to see who will participate in this first meet. The HS Play this year titled "No Signs of Intelligent Life" is about aliens and will be performed on December 1st and 2nd. The featured class is the Class of 2019. They are currently getting started planning fundraising for Prom and Post Prom events.

Jim Knutson, Cindy Baumgartner, Wayne Cummings and Tony Marinack all attended the Regional WASB meeting. Jim Knutson described the speaker they had that talked about advocacy and government relations. Everyone is encouraged to send in comments and opinions to local and state politicians because it does help the cause and can get positive results. We are all in this together and would like to see if we can make an impact to get better results for school budgets for the 2018-2019 school year. We need to tell our story so the community knows what is going on so changes will reflect our community values. Wayne Cummings commented that at the meeting the current state budget and decisions were talked about and possible future changes.

Tony spoke about the student count changing by 3. It was due to 3 students who moved into our district but open enrolled to Stevens Point. Two of the three students are Special Ed which will actually end up costing the district more money. The open enrollment numbers are continually increasing and is a huge hit on the budget. The open enrollment students incoming is an estimated total of \$296,702.00 and the open enrollment students outgoing is an estimated total of \$515,283.00. This is a cost we don't have much control over as the rates and regulations are determined by the state. Sixty-One of the Seventy-four open enrollment students outgoing have never even set foot in our buildings. On a recommendation we have contracted with Chris Patritto, a facilitator that will help in leading our upcoming Strategic Planning. Tony explained that he would like to put together a committee of 30-40 people consisting of Staff, Board members, Parents, Community Members and Students to discuss strategic planning. Three dates have been set up at Ponderosa Pines with a meal included for: January 25, February 8, and February 15, 2018. The last strategic planning was done in 2009-2010 and before that in 2005-2006 so we are due for new discussions. This group would meet to create goals and look at action plans for the future of the school and what direction we would like things to go. Some great ideas came from previous sessions. Nicholas Marti talked about several events happening in the grades 7-12. Soccer played their Regional game on October 17th and lost 1-4 to finish their season. Volleyball played their second Regional game at Assumption on October 19th and lost in 4 sets to end their season. Football lost in the first round of playoffs 20-41 versus Fall River to round out their season. MS Student Council held their presentations in the auditorium if they were running for an office or just to be a member of the group. Students had to get up in front of all their peers and do a speech and presentation. FFA Students left for the National Convention and will be gone the rest of the week. On Thursday October 26th at 7:00 pm there will be a free concert titled Attaboy in the auditorium which is part of a Motivational speaker network that we have used over the last few years for other assemblies

and speakers. The choir students travel to the PAC in Appleton on November 2nd to see The Little Mermaid. The FFA is also planning to attend the 212/360 Conference in November and do the Food for America in November as well.

Shawn Jepson shared some upcoming and past events for the K-6 students. October 20th was the Reading under the Stars event and was a huge success. It was a perfect night and they had a good turnout. The local firemen came for Fire Safety Day and brought all of their gear to show students. Tammie, from the kitchen staff, provided a taste test of quesadillas for 3rd and 4th grade students through the Fuel up for 60 Grant. Students got to vote on their favorite and also make some mini, healthy pizzas. There will be a PTA meeting on November 1st at 4:00 pm. On November 9th there will be K-6 Parent Teacher Conferences. Shawn also mentioned the assessments being used this year for students which include: PALS, Star, Access and Forward for the younger students. The high school uses the ACT aspire, ACT WorkKeys and the ACT. During a 4K-6 staff meeting some goals for the 2017-2018 school year were discussed. They will be focusing on Fact Fluency which will help in testing to know basic facts. The second goal will be improving student responsibility and reducing late work.

#67 Future Agenda Items- None

#68 Announcements - None

#69 Set Meeting Date

Tuesday November 28, 2017 will be the next Regular Board Meeting.

#70 Adjourned at 8:17 p.m.

Recorded by: Amy Hopkins

Submitted by:

Susan Lederer