

Board President Don Baloun called the meeting to order at 6:33 p.m. in the high school library.

Board members present were Don Baloun, Larry Cyrus, Kalene Engel, Karen Knospe, Bonnie Breza, and Rita Greshik. Others present were Thomas Hiebert, Steve Stoppelmoor, Karen Domine, Donna Baertsch, Wendy Hiebert, Ben Holien, Randy Knecht, Kaleb Krzyszton, Alivia Heller, Monica Hauser and Dave Brommerich.

The Pledge of Allegiance was recited.

Don Baloun attested to the publication of the meeting.

Public Comments/Appearances:

None.

Consideration of Adjustments to the Agenda:

Mr. Hiebert requested that New Business be moved to the beginning of the meeting to accommodate the speaker. Kalene Engel made a motion to approve the agenda as amended. Larry Cyrus seconded the motion. Motion carried.

Consent Agenda:

A. Approve the Board of Education minutes from the Regular Meeting on November 14, 2018 and the Special Meeting on December 5, 2018.

B. Approve November 15-December 19, 2018 vouchers.

Bonnie requested that Jenny Ehlenfeldt's name be added to the WASB Certificate presentation from the November 14, 2018 Regular meeting. Kalene Engel made a motion to approve the consent agenda as amended. Bonnie Breza seconded the motion. Motion carried.

New Business:

A. Presentation and approval of the 2017-18 audit by Hawkins, Ash CPA, LLP, Monica Hauser

Monica Hauser explained the financial statements and footnotes to the Board. She answered questions throughout her presentation. Kalene Engel made a motion to approve the 2017-18 audit by Hawkins, Ash CPA, LLP as presented. Karen Knospe seconded the motion. Motion carried.

Reports:

A. Principal Report

1. Staff Surveys-Data Driven Decision – Mr. Stoppelmoor explained to the Board that he was handing out surveys to the teaching staff to get their input on various topics.

B. Superintendent Report

1. Personnel – Mr. Hiebert gave the Board an update on personnel. Jim Huffman resigned as IT director and junior high track coach.

2. School Board Vacancy – Mr. Hiebert explained that the school board vacancy was defined by policy.

3. Technology Support – Mr. Hiebert explained that ITECHRA was continuing with their on boarding process and completing help desk tickets as needed.

C. CESA #4 – Larry Cyrus gave a report from the last CESA meeting. He mentioned the upcoming state convention, the federal report card and that CESA would be setting new rates.

Old Business:

A. Superintendent Search Firm Selection and Administrative Restructuring update.

The timeline for the search is listed at the bottom of the agenda and minutes. The search firm has received some applicants.

B. Buffalo County Economic Committee

Steve Stoppelmoor, Steve Nehring, Larry Cyrus, and Don Baloun attended the Buffalo County Economic Committee meeting. Kalene Engel made a motion to authorize holding the next meeting at C-FC providing it doesn't conflict with other events. Rita Greshik seconded the motion. Motion carried.

C. Approval of the updated Appendix D of the 2018-19 Employee Handbook

A motion was made by Kalene Engel to add Robotics, Math Team and Trap Team to the \$1,800 level, add dance to the \$2,000 level, and add FBLA and FFA assistants at \$750 each for the 2018-19 school year. Karen Knospe seconded the motion. The motion carried with Don Baloun and Larry Cyrus abstaining.

D. Ad Hoc Committee Reports

1. POC-Progress Report of the Referendum Projects

Larry Cyrus gave the board an update of current projects including the progress of the lower locker rooms, the completion of the elementary restrooms and that some demo work will be done during the holiday break.

E. Standing Committee Reports

1. Communications

Administrative Description Job Activity Update

Bonnie Breza met with administrators and now plans to meet with staff and school board members to complete the job description activity. Bonnie also wants to plan the next community communications meeting.

2. General Services

No report.

3. Human Resources

Appointment of Negotiations Committee for Principal and Assistant Principal contract for the 2019-2020 school year

Don appointed Kalene Engel, Larry Cyrus, and himself to the negotiations committee for the 2019-2020 principal and assistant principal contracts.

Board Directives to Administration

Kalene Engel made a motion to have the board directives to the administration completed by January 31, 2019. Karen Knospe seconded the motion. Motion carried.

4. Finance and Budget

Rita Greshik would like to develop a questionnaire like the HR committee developed. The target for this would be March.

5. Curriculum

The minutes from the November 26, 2018 were included in the Board packet.

6. Policy

No report.

Review Timeline and Items for Future Board Agendas and Meetings:

A. Wednesday, January 16, 2019 Regular Meeting 6:30 p.m.

B. Wednesday, February 20, 2019 Regular Meeting 6:30 p.m.

**C. January 23-25, 2019 Wisconsin State Convention
Wisconsin Center, Milwaukee**

D. Superintendent Search Process-See timelines below.

Specific meeting times and dates will be posted as needed.

Adjourn:

The Board adjourned on a motion by Kalene Engel and seconded by Rita Greshik at 8:43 p.m. Motion carried.

Superintendent Search Timelines 2019

January 18 End recruitment and vetting of applicants.

February 4 Highly qualified candidates presented to the Board during a Closed Session.

February 5, 6, and 7 First Board Interviews. If needed, Closed Session.

February 6 or 7 Board narrows choice to two or three finalists.

February 11, 12, 13 All day interview process.

Community/staff/students interview.

Board conducts second interviews.

February 13 Board narrows choice to one.

February Negotiate contract

February or March Board action on superintendent's contract.

July 1, 2019 Superintendent assumes duties.