

WILLIAMS BAY SCHOOL  
BOARD OF EDUCATION  
SCHOOL BOARD MEETING  
Saturday, April 27, 2019

Board Members Present: Jack Lothian, Dianna Woss, Dave Ripple, Kristi Granberg and Karolyn Nelson

Administration Present: District Administrator Dr. Wayne Anderson, Middle/High School Principal Dr. Bill White, Elementary Principal Ms. Ali Bond and Director of Special Education Ms. Kassie McOmber

Guests: None

Jack Lothian called the meeting to order at 7:30 a.m.

The Pledge of Allegiance was said by all in attendance.

Dr. Anderson presented the four personnel transactions. After some brief discussion on the candidates and the positions that each of them would be filling, David Ripple made a motion, seconded by Karolyn Nelson to approve the four personnel transactions listed on the April 27, 2019 Personnel Transaction sheet. Motion passed 5-0.

Next, the Board discussed the comments and information that they received at the Board/Staff conversations, which were held on Friday, March 15 at 2:45 p.m. in the Middle/High School Commons. Dr. Anderson felt that the comments could be summarized as follows:

- 1) The Middle/High School staff believe that we need to have more course offerings for students.
- 2) The Elementary staff are feeling overwhelmed because of all the curriculum changes and modifications that they are being asked to implement in their classroom; and
- 3) The staff, especially at the Elementary School, need additional assistance to deal with the hard to handle students. These students may be suffering from trauma, have special education needs or are acting out verbally and physically for some other reason.

Dr. Anderson asked everyone present, if they agreed that these were the main points that came up from staff during the conversations. Everyone felt that this was an accurate summary. Next, Dr. Anderson, the other administrative staff and the Board discussed possible ways to deal with each of these issues.

Dr. Anderson and Dr. White discussed having additional course offerings at the Middle/High School. Dr. Anderson explained that he currently has an additional staffing position allocated for the Middle/High School in the proposed 2019-2020 draft budget. Dr. White would like to use this allocation to hire an additional English and/or Social Studies position on a one-year contract. This position could be used to help alleviate some of our current overloads and allow for some additional courses to be offered. During the next school year, Dr. White would work with his Leadership Team to come up with a recommendation of what type of program/position he would like to hire for the long term. He would bring back his recommendation to Dr. Anderson and the

Board during the 2019-2020 school year for hiring and implementation during the 2020-2021 school year.

Next, the issue of being overwhelmed was discussed. We discussed the various initiatives that have been occurring throughout the District during the past six years. Dr. Anderson stated that several years ago, the Middle/High School felt overwhelmed by the curricular changes that were taking place, but now they have adjusted to the changes so they do not seem to be as overwhelmed as they used to be regarding these changes. He told the Board that when Ms. Bond was hired, it was with the expectation that she make the changes that she felt were necessary to improve the curriculum at the Elementary School and bring it into alignment with what had been occurring at the Middle/High School. It was mentioned that these changes are “walking through the muck” that Dr. Marino discussed when implementing the continuous improvement model. It was also brought out that the majority of the Elementary staff felt that they changes were needed and that Ms. Bond has been working with them to help make them better teachers. There was no discussion about delaying or reducing any of the curricular changes.

Lastly, the Board and administrative team discussed what additional support could be provided to the teachers to help them deal with disruptive students. We spent some time talking about the student disruptions and how they are currently be handled. Ms. Bond relayed to the Board how disruptive students are currently being dealt with and what changes she is making to deal with these students. It was discussed how we are trying to build the capacity of the staff by providing additional training in how to deal with students undergoing trauma. We are now having our outside mental health provider talking to staff members about how to deal with students undergoing trauma and how they can best deal with their own internal emotions when dealing with stressful situations. Dr. Anderson asked what kind of additional support the Board was thinking they would like to have provided in order to help the staff with disruptive students. Dr. Anderson and Ms. Bond stated that simply taking a student out of the classroom was not a good long-term strategy for either the student or the teacher. At the end of the discussion, the Board asked Dr. Anderson to look at hiring an assistant principal/dean of students to help with dealing with the disruptive students. Several Board members acknowledged that they knew that Dr. White and Ms. Bond had very full plates and that they needed some additional assistance to deal with an increasing number of disruptive students. Dr. Anderson said that he had not really thought about asking for more administrative help and asked the Board to give him some time to think about this idea and talk it over with the rest of the administrative team. He told the Board that he would give his thoughts on this idea to them by next Friday.

The Board then discussed the draft 2019-2020 budget. Dr. Anderson reviewed that the draft budget contains three sections of each grade level 4K-5, plus an additional staff person built in for both the Middle/High School and the Elementary School. Dr. Anderson reminded the Board that they had discussed on Dr. White would like to use his additional position. Ms. Bond would like to use her additional staff person to continue to employ a Literacy Coach to help staff with the writing and reading initiatives that are going on at the Elementary School. Ms. Bond shared that she had survey her staff regarding this position and that the vast majority of the staff felt that the position was valuable and should be continued. Ms. Bond did not know how they could continue the initiatives without the help of a Literacy Coach. Dr. Anderson explained that the draft budget was based on very conservative assumptions and that he truly expected the District

to end up with more revenue than he was projects. However, even with the conservative assumptions the draft budget also provided for salary and benefit increases for all staff based on the Consumer Price Index of 2.44% and a 6.5% increase in health insurance. He informed the Board that the salary projections for next year are actually lower than the salaries paid this year because of the staff retirements and being able to hire new replacement employees for less money. The principals were given dollars projections to spend on their supplies, materials and equipment. Dr. Anderson stated that he did not put money in the draft budget for a financial or student information software change, but that this is one area that he will look at funding if sufficient State revenues become available. Next, he discussed the bids for the parking lot reconstruction. The estimated costs are \$389,000 to redo the staff parking lot, \$499,000 to redo the student parking lot. Dr. Anderson felt that these bid estimates might be low because of the availability of asphalt companies. He suggested getting someone to come in and fill the holes and cracks this summer and possible going to referendum to fund the parking lot reconstruction in the future. Dr. Anderson will continue to update the Board on the status of the State budget as more information becomes available.

Finally, the Board reviewed the hiring timeline for Dr. Anderson's successor and the process that they would use to find their next superintendent. Jack Lothian provided the Board members and administrators with a flow chart that showed when certain decisions would need to be made in the selection process. Dr. Anderson emphasized that one of the first steps that the Board needed to accomplish was to determine what qualities or characteristics they would like to see in their next superintendent. He felt that the Board could get input into this decision by asking the staff and the community what they would like to see in the next superintendent. Dr. Anderson reminded the Board that no candidate will possess all the necessary skill sets, so they should prioritize which skills sets or characteristics they feel are the most important. The Board will use the flow chart to help keep them on track.

Kristi Granberg made a motion, seconded by Dianna Woss to adjourn the meeting. Motion passed 5-0.

The meeting was adjourned at 10:05 a.m.

Meeting Minutes taken by Dr. Wayne R. Anderson