

FREEDOM AREA SCHOOL DISTRICT  
BOARD OF EDUCATION SPECIAL BOARD MEETING MINUTES  
5:30 p.m. Monday, May 1, 2017

At 5:30 p.m. on Monday evening, May 1, 2017 the Board of Education called to order a special board meeting in the District Board Room.

- I. MEETING CALLED TO ORDER - ROLL CALL/ PLEDGE OF ALLEGIANCE:  
Present: Mr. Tom Harke, Mr. Steve Garvey, Mr. Kevin Schuh, Mr. George VanWychen, Mr. Gary Schumacher, and Mr. Al Tiedt,  
Excused: Mr. Kevin VerVoort
- II. APPROVAL OF AGENDA:  
Motion to approve the agenda was made by Mr. Tiedt with a second by Mr. Garvey. Motion carried.
- III. OPEN FLOOR: None
- IV. ACTION ITEMS:
  - A. Approval of Consent Agenda Items:
    1. Meeting Minutes: April 21, 2017 Special Meeting minutes (Governor Walker's visit)
    2. Personnel: Retirements: None  
Resignations: 1. Mrs. Dawn Wruck – Freedom Middle School Teacher  
Hirings: None  
Motion to approve all Consent Agenda Items as presented was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried.
  - B. Old Business: None
  - C. New Business:
    1. Approval of Class of 2017 for Commencement on Saturday, May 27, 2017, at 1:00 p.m.:  
Mr. VerVoort and Mr. Tiedt volunteered to hand out diplomas at the Commencement Ceremony on May 27, 2017. All Board Members will try to be in attendance. Motion to approve the Class of 2017 was made by Mr. Tiedt with a second by Mr. Schumacher. Motion carried.
    2. Approve 2017-2018 Freedom Area School District Staffing Plan:  
Mrs. Gagnon presented the staffing plan for the 2017-2018 school year at this time. Not too many changes for the year. A 5<sup>th</sup> grade teacher position will be eliminated due to numbers and this 5<sup>th</sup> grade teacher will be moved up to teach 6<sup>th</sup> grade due to student numbers. A 7<sup>th</sup> grade teacher position is open at this time due to a resignation. Special Education Cross Categorical will be adding a new position at the Elementary School. With a retirement at the Middle School in Special Education, there have been some moves in staff leaving a MS Intellectual Disability position open at this time. We are monitoring a few areas of concern that may need to be brought forth at a later date. Motion to approve the 2017-2018 Freedom Area School District Staffing Plan for 2017-2018 was made by Mr. Schuh with a second by Mr. Tiedt. Motion carried.
    3. Review/Discuss/Approve District Health Insurance Proposal for 2017-2018: (Mrs. Cindy VanAsten – M3 Insurance Solutions): Mrs. VanAsten presented the results of the employee survey that they sent out to 190 employees with 112 being returned (60%). Some of the most important items for the employees were the choice of provider, cost of insurance and type of insurance offered. Discussion was held on the medical costs and renewal plan and the recommendations for 2017-2018. Overall increase would be 7.5%. Changes in the plan would be removing COLA from Long Term Disability. Copay's for doctor visits to your Primary Care Provider, would be \$25.00 instead of \$10.00 and for Specialty Care Provider would be \$50.00 instead of \$25.00. Change in prescriptions, nonpreferred/speciality to \$40/\$80. Motion to approve the District Health Insurance Proposal for 2017-2018 as recommended was made by Mr. Schumacher with a second by Mr. VanWychen with Mr. Garvey abstaining. Motion carried.
    4. Other Business: None
- IV. INFORMATIONAL REPORTS:
  - A. Communications:
    1. Employee Recognition Breakfast – June 2, 2017 (7:15-8:00 a.m.) FHS-FMS Cafeteria  
All Board Members are welcome to attend the employee recognition breakfast on June 2, 2017.
  - B. Informational Items:
    1. Governor Walker's Visit to Freedom High School:  
Mr. Kilstofte showed pictures of the Governor touring the high school. All went well.
- V. ANY OTHER BUSINESS NOT KNOWN OR REASONABLY ANTICIPATED: None

VI. MOTION TO ADJOURN INTO EXECUTIVE SESSION at 6:30 p.m. pursuant to Wis. State Stat. 19.85 (l) (c) for the purpose of considering the employment, promotion, compensation, or performance evaluation data allowable for discussions on compensation for Professional Staff, Support Staff, Administrative Team Members, and Central Office Staff was made by Mr. Schumacher with a second by Mr. VanWychen.

ROLL CALL: Tom Harke, yes; Al Tiedt, yes; Gary Schumacher, yes; Steve Garvey, yes; Kevin Schuh, yes; George VanWychen, yes.

Discussion held.

MOTION TO RECONVENE INTO REGULAR SESSION to possibly act on recommendations made in Executive Session at 7:45 p.m. pursuant to Wis. State Stat. 19.85 (l) (c) for the purpose of considering the employment, promotion, compensation, or performance evaluation data allowable for discussions on compensation for Professional Staff, Support Staff, Administrative Team Members, and Central Office Staff was made by Mr. Schumacher with a second by Mr. Tiedt. Motion carried.

**PROFESSIONAL STAFF**

The professional staff members successfully completed the year with the compensation model. The model gives anyone who obtains their 450 points (300 from a successful evaluation and 150 activity points) a \$1,245 level increase. Recommendation would be to allow the 1.26% CPI increase to be evenly divided among all staff members rolling everyone back to the base  $\$37,045 \times 1.26\% = \$465$  increase to each level in the compensation model.

**SUPPORT STAFF**

Support staff members are working under the same pay model that was in place under the contract. This model is still working for the District.

Recommendation would be to allow the 1.26% CPI increase to be distributed as has been in the past.

**ADMINISTRATION AND CENTRAL OFFICE STAFF**

Our recommendation would be to allow the same 1.26% CPI increase as the other groups.

Motion to approve the salary plan as presented and recommended was made by Mr. Tiedt with a second by Mr. Schuh with Mr. Garvey abstaining. Motion carried.

VII. ANY OTHER BUSINESS NOT KNOWN OR REASONABLY ANTICIPATED:

VIII. MOTION TO ADJOURN at 7:50 p.m. was made by Mr. VanWychen with a second by Mr. Garvey. Motion carried.

*This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not considered a public community meeting. There is time for public participation at the meeting during "open floor period" as indicated in the agenda. Upon request to the District Administrator submitted 24 hours in advance, the district shall make reasonable accommodation including the provision of informational material in an alternative format for a disabled person to be able to attend this meeting.*

Respectfully Submitted,



Allan Tiedt