



SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

SPECIAL MEETING OF ELECTORS
Monday, March 12, 2018 at 6:00 PM
450 S. John Paul Road, Milton, Wisconsin

- I. Meeting Called to Order – School Board Vice President
- II. Election of Chair of Meeting
- III. Introductory Comments
- IV. Consideration of Subject of Meeting – Resolution Authorizing Acquisition of Real Estate and Designation of School Site:

Resolution authorizing the School Board, pursuant to Section 120.10(5m) of the Wisconsin Statutes, to acquire real estate and structures and facilities appurtenant to such real estate necessary for school district purposes, to-wit: the real estate situated at 450 S. John Paul Road, Milton, Wisconsin, consisting of a site of approximately 2.74 acres in area, the building situated upon such site and associated facilities; and designating such real estate as a school site pursuant to Section 120.10(5) of the Wisconsin Statutes.

- V. Adjourn



SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION MEETING AGENDA

Monday, March 12, 2018

District Office Professional Development Center

Commencing at Approximately 6:30 p.m. or After the Conclusion of the Special Meeting of Electors

- I. Approval of Agenda
- II. Pledge of Allegiance
- III. Approval of Minutes
- IV. Approval of Vouchers
- V. Public Comment
- VI. Student Council Report
- VII. Discussion and Possible Action on Exercise of Option to Purchase Property Situated at 450 S. John Paul Road in Milton, Wisconsin
- VIII. Human Resources Committee Report – Betsy Lubke
 - A. Update on Teacher Compensation and Communication Schedule
- IX. Strategic Planning Committee Report – Betsy Lubke
 - A. Review of Revised School District of Milton Strategic Plan
 - B. Discussion on Next Steps in Facilities Assessment Process
- X. Early College Credit Program /ECCP and “Start College Now” Requests (Formerly Youth Options) – Jeremy Bilhorn
- XI. Discussion and Possible Action on Athletic Co-op Programs
 - A. Gymnastics with Edgerton
 - B. Girls’ Hockey with Beloit Memorial
 - C. Boys’ Hockey with Fort Atkinson
- XII. Miscellaneous
 - A. Staffing - Professional and Support Staff Hires, Resignations and Retirements
 - B. Gifts and Donations
 - C. Meeting Dates– Upcoming Board and Committee Meetings

This meeting notice may be supplemented in order to comply with Wisconsin’s open meetings law. If this notice is supplemented, the final notice will be posted and provided to the media no later than 24 hours prior to this meeting or no later than 2 hours prior to the meeting, in the event of an emergency.

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION MEETING MINUTES

Monday, February 26, 2018

District Office

Board President, Bob Cullen, called the meeting to order at 6:30 p.m. Board members present: Tom Westrick, Betsy Lubke, Shelly Crull-Hanke, Don Vruwink, Brian Kvapil and Karen Hall. Absent: None. Student representatives present: Sean Harvatine and Anna Quade.

I. Approval of Agenda

A motion was made by Karen Hall and seconded by Betsy Lubke to approve the agenda with the removal of item XI. and removal of 'Administrative Team Discussion' in executive session. Motion carried.

II. Pledge of Allegiance

III. Approval of Minutes

A motion was made by Tom Westrick and seconded by Karen Hall to approve the minutes for the regular meeting held on February 12, 2018 as presented. Motion carried.

IV. Approval of Vouchers

A motion was made by Betsy Lubke and seconded by Tom Westrick to approve Bank of Milton vouchers totaling \$312,911.03 representing Funds 10, 20, 50, 80, and 90. Voids totaling \$120.00. Motion carried.

V. Public Comment

VI. Student Council Report

VII. Legislative Issues

VIII. Red Hawk Recognition

IX. Human Resources Committee Report – Betsy Lubke

A. Update on Teacher Handbook

B. Update on Teacher Compensation Language and Communication Schedule

X. Finance Committee Report – Tom Westrick

A. Discussion and Possible Action on 5-Year Capital Maintenance and Improvement Plan and Vehicle/Equipment Replacement Schedule

A motion was made by Tom Westrick and seconded by Shelly Crull-Hanke to approve the 5-Year Capital Maintenance and Improvement Plan and the Vehicle/Equipment Replacement Schedule, specifically the items/projects outlined for the remainder of the 2017-18 fiscal year and for the 2018-19 fiscal year, as presented. Motion carried.

~~XI. Discussion and Possible Action on Athletic Co-op Programs~~

~~A. Gymnastics with Edgerton~~

~~B. Girls' Hockey with Beloit Memorial~~

~~C. Boys' Hockey with Fort Atkinson~~

BOARD OF EDUCATION MEETING MINUTES

Monday, February 26, 2018

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XII. Discussion and Possible Action on Option to Purchase, Stating Terms for the Purchase of the Premises at 450 S. John Paul Road in Milton, Wisconsin

A motion was made by Tom Westrick and seconded by Betsy Lubke to approve the option to purchase, stating terms for the purchase of the premises at 450 S. John Paul Road in Milton, Wisconsin.

Polled vote: Don Vruwink (yes), Karen Hall (yes), Betsy Lubke (yes), Brian Kvapil (no), Tom Westrick (yes), Shelly Crull-Hanke (yes) and Bob Cullen (yes). Motion carried 6-1.

XIII. Discussion and Possible Action to Call a Special School District Meeting of Electors to Authorize the Purchase of the Premises at 450 S. John Paul Road in Milton, Wisconsin

A motion was made by Shelly Crull-Hanke and seconded by Betsy Lubke to call a special school district meeting of electors to authorize the purchase of the premises at 450 S. John Paul Road in Milton, Wisconsin.

Polled vote: Don Vruwink (yes), Karen Hall (yes), Betsy Lubke (yes), Brian Kvapil (no), Tom Westrick (yes), Shelly Crull-Hanke (yes) and Bob Cullen (yes). Motion carried 6-1.

XIV. Drawing of Lots for Ballot Order – Spring Election 4/3/18

XV. Discussion and Possible Action on 2017-18 Open Enrollment Alternative Application

A motion was made by Karen Hall and seconded by Betsy Lubke to approve the 2017-18 open enrollment alternative application as presented. Motion carried with Brian Kvapil abstaining.

XVI. Miscellaneous

A. Staffing – Professional and Support Staff Hires, Resignations and Retirements

A motion was made by Betsy Lubke and seconded by Tom Westrick to approve the staffing report as presented, including the resignations of Heather Slosarek and William Beil. Motion carried.

B. Gifts and Donations

A motion was made by Don Vruwink and seconded by Tom Westrick to accept the following gifts and donations with gratitude:

Consolidated School P.I.E.	\$599.07	K-1 st Grade Field Trip
Consolidated School P.I.E.	\$368.98	2 nd Grade Field Trip
Kim Krause	\$100.00	Nutrition Dept. "Angel Fund"
Ben & Polly Scherwitz	\$30.00	MHS Forensics
Scott & Lisa Miller	\$75.00	MHS Forensics
Brian & Beth Swope	<u>\$30.00</u>	MHS Forensics

TOTAL \$1,203.05

Motion carried.

BOARD OF EDUCATION MEETING MINUTES

Monday, February 26, 2018

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C. Meeting Dates – Upcoming Board and Committee Meetings

March 5, 2018	BoardDocs Training	4:30 p.m.	District Office
March 5, 2018	Special School Board Meeting/Executive Session	6:00 p.m.	District Office
March 7, 2018	Special School Board Meeting	5:00 p.m.	District Office
March 8, 2018	Strategic Planning Committee Meeting	4:30 p.m.	District Office
March 9, 2018	Human Resources Committee Meeting	1:00 p.m.	District Office
March 12, 2018	Special School District Meeting of Electors	6:00 p.m.	450 S. John Paul Road
March 12, 2018	School Board Meeting	6:30 p.m.	District Office-PDC
April 3, 2018	Spring Election		Polling Places
April 9, 2018	School Board Meeting	6:30 p.m.	District Office-PDC

D. Motion to go Into Executive Session Pursuant to Wis. Stat. §19.85 (1) (c) and (e)

A motion was made by Tom Westrick and seconded by Karen Hall to go into executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and also deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. [~~Administrative Team Discussion~~, Support Staff Compensation, Summer School Teacher Compensation, Discussion Regarding Facilities Needs Process] Roll call vote: Don Vruwink (yes), Karen Hall (yes), Betsy Lubke (yes), Brian Kvapil (yes), Tom Westrick (yes), Shelly Crull-Hanke (yes) and Bob Cullen (yes). Motion carried 7-0.

EXECUTIVE SESSION

E. Motion to Reconvene in Open Session

A motion was made by Brian Kvapil and seconded by Karen Hall to reconvene in open session. Motion carried.

XVII. Possible Action on Support Staff Compensation and Summer School Teacher Compensation

A motion was made by Betsy Lubke and seconded by Tom Westrick to approve the support staff compensation as presented in closed session. Motion carried.

A motion was made by Betsy Lubke and seconded by Tom Westrick to approve the summer school teacher compensation as presented in closed session. Motion carried.

A motion was made by Tom Westrick and seconded Betsy Lubke to adjourn the meeting at 10:23 p.m. Motion carried. Meeting adjourned.

Minutes approved March 12, 2018

Tom Westrick
Vice President

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION SPECIAL MEETING MINUTES

Monday, March 5, 2018

District Office

Board President, Bob Cullen, called the meeting to order at 5:35 p.m. Board members present: Bob Cullen, Shelly Crull-Hanke, Tom Westrick, Betsy Lubke, Karen Hall, Don Vruwink and Brian Kvapil. Absent: None. Also present: Attorney Shana Lewis

I. Approval of Agenda

A motion was made by Betsy Lubke and seconded by Karen Hall to approve the agenda as presented. Motion carried.

- II. There was **no motion** made to go into Executive Session pursuant to Wis. Stat. §19.85 (1) (f) to discuss and take action, if appropriate, regarding the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations. [Concerns Regarding an Incident Between a Student and Board Member(s)/Community Member(s) Following a Board Meeting]

The meeting remained in open session.

A motion was made by Tom Westrick and seconded by Shelly Crull-Hanke to take action, based on a majority vote of the Board, to publically censure Brian Kvapil for his behavior on February 12, 2018. [Brian Kvapil made a motion to amend the original motion to consider this action after the Board has an opportunity to review the tape and the evidence submitted today. This motion was dismissed for lack of a second.]

Roll call vote on original motion: Shelly Crull-Hanke (yes), Tom Westrick (yes), Karen Hall (yes), Betsy Lubke (yes), Don Vruwink (yes), Brian Kvapil (no), and Bob Cullen (yes). Motion carried 6-1.

A motion was made by Betsy Lubke and seconded by Karen Hall to issue an apology letter to the student and the family for the incident that occurred on February 12, 2018.

Roll call vote: Shelly Crull-Hanke (yes), Tom Westrick (yes), Karen Hall (yes), Betsy Lubke (yes), Don Vruwink (yes), Brian Kvapil (no), and Bob Cullen (yes). Motion carried 6-1.

The Board did not take action regarding Lance Fena. However, Board President Bob Cullen reported that a letter will be sent to Mr. Fena to address his role in the incident on February 12, 2018. Within the letter, Mr. Fena will be invited to meet with one or more board members to discuss the incident, as well as his continued attendance at board meetings and participation in public comment. Bob Cullen indicated a need to stress to Mr. Fena that his demeanor and tone is important and that respectful behavior will be the expectation at all times.

A motion was made by Tom Westrick and seconded by Don Vruwink to adjourn the meeting at 7:06 p.m. Motion carried. Meeting adjourned.

Minutes approved March 12, 2018

Tom Westrick
Board Vice President

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION SPECIAL MEETING MINUTES
Wednesday, March 7, 2018
District Office

Board President, Bob Cullen, called the meeting to order at 5:06 p.m. Board members present: Bob Cullen, Shelly Crull-Hanke, Tom Westrick, Betsy Lubke, Karen Hall, Don Vruwink and Brian Kvapil. Absent: None.

I. Approval of Agenda

A motion was made by Tom Westrick and seconded by Karen Hall to approve the agenda as presented. Motion carried.

II. Reconsideration and Possible Action Rescinding the Call of the Special School District Meeting of Electors Presently Scheduled for March 12, 2018

A motion was made by Brian Kvapil and seconded by Tom Westrick to rescind the call of the special school district meeting of the electors presently scheduled for March 12, 2018.

Roll call vote: Shelly Crull-Hanke (no), Tom Westrick (yes), Betsy Lubke (no), Karen Hall (no), Don Vruwink (no), Brian Kvapil (yes), and Bob Cullen (no). Motion failed 5-2.

A motion was made by Karen Hall and seconded by Tom Westrick to adjourn the meeting at 6:11 p.m. Motion carried. Meeting adjourned.

Minutes approved March 12, 2018

Tom Westrick
Board Vice President

2017 - 2018 Bachelor's Teacher Salary Matrix

Professional Development Merit

2017 - 2018

Bachelors Base Wage

Successful Evaluation Merit

	A	B	C	D	E	F	G	H	I	J
	12 credits	24 credits	36 credits	48 credits	60 credits	72 credits	84 credits	96 credits	108 credits	120 credits
A	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
B	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
C	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
D	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
E	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
F	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
G	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
H	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
I	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
J	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
K	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
L	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
M	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
N	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
O	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
P	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
Q	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000
R	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000	\$14,000	\$16,000	\$18,000	\$20,000

Bachelors Base

\$42,529.20

CPI-U

1.26%

2017 - 2018 Master's Teacher Salary Matrix

Professional Development Merit

2017 - 2018

Masters Base Wage

*Successful Evaluation
Merit*

	A	B	C	D	E	F
	12 credits	24 credits	36 credits	48 credits	60 credits	72 credits
A	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
B	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
C	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
D	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
E	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
F	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
G	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
H	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
I	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
J	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
K	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
L	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
M	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
N	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
O	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
P	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
Q	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
R	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000

<i>Masters Base</i>	CPI-U
\$51,951.44	1.26%

Fall 2018-2019 ECCP & Start College Now Requests

Milton High School

Student	School	Class	Number of Credits
1	MADISON COLLEGE	CNA	3
2	MADISON COLLEGE	CNA	3
3	MADISON COLLEGE	CNA	3
4	MADISON COLLEGE	CNA	3
5	MADISON COLLEGE	CNA	3
6	MADISON COLLEGE	CNA	3
7	MADISON COLLEGE	CNA	3
8	MADISON COLLEGE	CNA	3
9	MADISON COLLEGE	CNA	3
10	MADISON COLLEGE	CNA	3
11	MADISON COLLEGE	CNA	3
12	MADISON COLLEGE	CNA	3
13	MADISON COLLEGE	CNA	3
14	MADISON COLLEGE	CNA	3
15	MADISON COLLEGE	CNA	3
16	DESTINATIONS CAREER ACADEMY	CONSTRUCTION EXPLORATION/SKILLS USA	
17	UW-ROCK COUNTY	ACCOUNTING	4
18	UW-ROCK COUNTY	ACCOUNTING	4
19	UW-WHITEWATER	INTERMEDIATE SPANISH	4
20	BTC	ADVANCED ANATOMY & PHYSIOLOGY	4
21	BTC	ADVANCED ANATOMY & PHYSIOLOGY	4
22	BTC	HUMAN BODY IN HEALTH AND DISEASE	3
23	BTC	HUMAN BODY IN HEALTH AND DISEASE	3
24	BTC	MEDICAL TERMINOLOGY	3
25	BTC	MEDICAL TERMINOLOGY	3
26	BTC	FOOD SERVICE SANITATION	2
27	BTC	FOOD QUANTITIES AND MEASURES	1
28	UW-ROCK COUNTY	ENGINEERING FUNDAMENTALS	3
TOTAL			83

These students have met all the requirements established by the Milton School Board policy and state statutes.

Respectfully submitted,

J. Jeremiah Bilhorn, Principal
Milton High School

To: Board of Education

From: Brian Hammil, Activities Director

Date: February 21, 2018

Subject: Possible co-op with Edgerton HS for gymnastics

I have been contacted by the Edgerton HS athletic director expressing interest in co-op with our gymnastics team. Edgerton may have as many as 5 interested participants. Milton currently has about 25 girls participating.

The purpose of a co-op is to bring together enough student athletes to create a team, or to help provide opportunity for another school to begin the sport with the hope of possibly starting a program in the future.

I have discussed a fee of \$500 per student athlete from Edgerton payable to the School District of Milton. The payment would be from the Edgerton School District. Milton's cost would not increase solely due to the additional Edgerton students. The fee would cover the cost of a uniform and go toward entry fees for events we attend.

Since Milton is already a Division 1 school (competing in the large school division), the addition of Edgerton student athletes would not change our WIAA placement.

I have met with our coaching staff and they agreed that this would be beneficial for both schools. I would ask that the Board of Education approve this co-op request.

To: Board of Education

From: Brian Hammil, Activities Director

Date: February 21, 2018

Subject: Renewal of Co-op with Beloit Memorial

I would ask the board to renew our girls' hockey co-op with Beloit Memorial. We currently have 7 girls playing for the Rock County Fury. This is our 5th year in this co-op.

The School District of Milton is billed our share of the co-op after all seasonal expense and revenues are collected. That amount is approximately \$1100 per player, which is much less than the state aid we would lose if our student athletes open enrolled to another school which sponsored girls' hockey.

The purpose of a co-op is to bring together enough student athletes to create a team, or to help provide opportunity for another school to begin the sport with the hope of possibly starting a program in the future.

To: Board of Education

From: Brian Hammil, Activities Director

Date: February 21, 2018

Subject: Renewal of Co-op with Fort Atkinson

I would ask the board to renew our boys' hockey co-op with Fort Atkinson. Fort Atkinson had hoped to have a few players this past year, but only sent one to the co-op. They may have a few more next season. Milton had 20 players this year, and should have about 25 next season. Any student athletes that come from Fort Atkinson will provide depth and allow for a regular junior varsity schedule.

The purpose of a co-op is to bring together enough student athletes to create a team, or to help provide opportunity for another school to begin the sport with the hope of possibly starting a program in the future.

All student athletes from Fort Atkinson will pay the \$600 hockey fee. Milton will not incur any additional expenses due to the Fort Atkinson participation.

Since there is only one division for hockey, the addition of Fort Atkinson student athletes would not change our WIAA placement.

Staffing Updates for March 12, 2018

1. Contracts/Letters of Employment:

- Lilly, Mallory L. – English Teacher – Middle School
 - *Long-term Substitute for Jamie L. Prestosa*

2. Resignations:

- Kesselring, Kristal D. – Instructional Aide – Northside
 - *Effective: April 13, 2018*

3. Retirement Notices:

-

4. Vacancies Posted, Not Yet Filled:

- Special Education Aide (7hrs) – West
- Long-term Substitute Kindergarten Teacher - Harmony
- Nutrition Team Staff Member (2.50 hrs) – Middle School
- LTS English Teacher – Middle School
- Assistant Football Cheerleading Coach – High School
- Boys Head Swim Coach – High School
- Assistant JV Softball Coach – High School
- Assistant Girls Swim Coach – High School
- Substitute Custodians – District Wide
- Substitute Nutrition Team – District Wide
- Director of Curriculum and Instruction – District Wide

5. Leave of Absence:

-

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

2017-2018 SCHOOL YEAR

GIFTS & DONATIONS FOR BOARD APPROVAL/ACCEPTANCE
Monday, March 12, 2018

<u>From</u>	<u>Amount</u>	<u>For</u>
Consolidated School P.I.E.	\$191.50	Author Visit – Bus
Milton East Parents' Group, Inc.	\$444.00	2 nd Grade Field Trip
Milton East Parents' Group, Inc.	<u>\$520.00</u>	1 st Grade Field Trip
TOTAL	\$1,155.50	
