

WEST BEND JOINT SCHOOL DISTRICT NO. 1

Education Service Center

735 South Main Street

West Bend, WI 53095

BOARD OF EDUCATION COMMITTEE OF THE WHOLE MEETING

January 20, 2020

A committee of the whole meeting of the Board of Education of the West Bend Joint School District No. 1 was called, noticed and held in the manner required by the school board and pertinent Wisconsin Statutes on Monday, January 20, 2020 in the Education Service Center located at 735 Main St., West Bend, WI 53095.

Members present: Joel Ongert, Kurt Rebholz, Nancy Justman, Chris Zwygart, Erin Dove, and Paul Fischer.

Board President Joel Ongert called the meeting to order at 5:30 p.m.

Growth Projections for West Bend School District/Village of Jackson

- Mike Schwab, president of the Village of Jackson council, and John Walther, village administrator, presented details on residential and commercial growth for the village.
- There are a number of single-family and multi-family residential developments currently taking place in the village.
- In 2021, the village will annex 350 current properties.
- In the next two years, there could be an additional 1,700 people living in Jackson.
- They feel it is important to have an elementary school in the Village of Jackson because people want to send their children to a neighborhood school, it helps to create and maintain community, and it is very important to the future of the village.

Growth Projections for West Bend School District/City of West Bend

- Adam Gitter, economic development manager for the City of West Bend provided details on residential and commercial development in the city.
- Commercial property values have returned to pre-recession levels. Residential values have not returned to pre-recession levels.
- The city has more new multi-family residential units, including senior housing, being developed.

Growth Projections for West Bend School District/Washington County

- Christian Tscheschlok, executive director of EWDC, provided details about growth and development in Washington County.
- Washington County has the conditions for growth and is one of the leaders in the state for GDP growth and in the top quarter in the country.
- The tax revenue in the county is projected to continue rising for the next 3-4 years.
- Communities within the county don't compete for a business head to head. But school information is reviewed when land is identified. The data from WBSD shows people that you can "get a lot of bang for your buck."

School Report: Elementary Schools

- Andy Kasik, Darci VanAdestine, Adrienne Schneider, Jennifer Potter, and Tristan Hayes discussed how they are implementing the data into action model for continuous improvement in the schools. The teachers work in grade-level groups and closely review data about each student to check on their progress.
- They are also working on a new literacy program and a balanced literacy approach.
- Elementary schools are aligning their own continuous improvement plans with the district's plan.
- A staff survey found excellent engagement and satisfaction results for elementary schools but they still want to improve.
- In student culture, they have collected data with student surveys and found ways to help the children feel more safe and secure in school.
- The final group they have worked to engage more often is families. They have been holding family engagement nights. They also partner with community resources to help families if they need it.

Proposed Teacher Salary Framework Update

- Director of Human Resources Lenny Hanson reported that the reasons to replace the current framework, which was a "scorecard" or "points" system, include the plan being too complicated to understand well and a motivating factor, it appears to be punitive rather than rewarding, the transparency around it has been questioned, and it is very long (24 pages), making it hard to fully understand its goals and focus.
- There have been multiple committees and other staff groups and individuals assembled for feedback and they said the new framework has to have balance.
- This new framework starts with the foundation of longevity and expertise.
- An important part is giving the board the opportunity as it budgets each year for a possible increase.
- The model also gives the opportunity to recognize great expertise. This will open doors to less traditional avenues of micro endorsements and micro credentials where teachers can add expertise and put it into action.
- We see opportunities to partner with universities that offer options that impact teachers, and most importantly, students.

- In March, Mr. Hanson will present again after collecting feedback. He wants to have this be put in place for the 2020-2021 school year.

Process for 25-year Facilities Master Plan

- Dave Ross, director of facilities, presented details on the process for the 25-year facilities master plan.
- The current plan has been in place since 2012. The new process will cover facilities master plan, strategic facilities plan, and tactical plan.
- One change to the new plan will be more allowances for inflation. It will not have too much of a focus on maintenance issues and have a larger scope and detail.
- So far, they have prepared electronic drawings of all the buildings (1.2 million square feet of building space). They also established categories, types, and users for each space.
- They have counted 5,387 pieces of equipment that they service on a regular basis.
- Soon, building principals will be able to request projects for the educational environment.
- Each project must have a value of at least \$5,000 and include a lot of details and scope.

Facilities Planning Questions

The board discussed with Superintendent Kirkegaard the following facilities-related questions:

Does the board wish to retain an elementary school in Jackson? All six members present at the meeting expressed their opinions that it is very important to retain an elementary school in the village of Jackson.

Does the board have an opinion on the optimal enrollment size for elementary schools?

Mr. Kirkegaard informed the board that 500 students in a school is good because when there are more than that, additional gym, art, and other spaces are needed. If we project to have 1,800 elementary students eventually in the district, the schools will need to actually be ready to accommodate 2,000 total.

An option is to replace Jackson Elementary, renovate either Fair Park or Decorah and close the other. If we plan for 400 students in a Jackson Elementary and the rest in three schools in West Bend, additional space will need to be added to either Decorah Elementary or Fair Park Elementary to accommodate students. Some members felt a maximum of 500 in each school is best.

The board said they would have to see detailed cost comparisons of the options. Maybe significant renovations don't cost much more than replacement.

What thoughts do board members have on relocating the Rolfs Education Center programs to utilize space in other buildings?

Mr. Kirkegaard reported that he would like to move the Head Start classes now in the Rolfs Education Center to Silverbrook in 2021 as it will have space. Rolfs would be closed. Board members supported this option.

What thoughts do board members have on relocating the Education Service Center staff, programs, and services to utilize space in other buildings? (This could not happen for a few years.)

Board members expressed support for this option, but wondered if it was a good idea to split up staff of the ESC between two or more buildings. They also wondered about the costs of remodeling existing space for new uses versus the cost to operate the ESC building.

What is the priority for projects at the high school building?

Board members must continue this discussion at a later time as the meeting was running late. Mr. Kirkegaard did report that he has had discussions with MPRC about sharing services.

The next regular board meeting will be on February 3, 2020 at the Education Service Center, 735 S. Main St., West Bend.