

Corrected Minutes of the Special Board Meeting  
August 6, 2010

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President Van Sickler called the meeting to order at 3:13 p.m.

Members present: Freeman, McNerney, Palmer, Van Sickler, Keyes (arr. At 3:35), Peglow (arr. at 5:30)

Members absent: Ryckman

Administrators present: Beal, Hubbard

Administrators absent: none

Guest Recognition: none

#### Approval of Agenda

Motion by Freeman, support by McNerney to approve the agenda as presented.

Motion CARRIED 4-0

#### Superintendency Discussion:

##### Salary Comparison

Beal presented to the board salaries from other schools to give the board some idea on what other school districts pay their superintendent. Beal stated it is usually a going rate for the skill of the position.

Freeman stated that he believes if we have a superintendent that can get the district back on the right track, the budget back in order and the school district out of a financial hardship, the superintendent should be compensated for it.

McNerney asked what our timeline is for working on some of these issues.

Beal stated we are in contract negotiations with VEA right now so it is hard to finish the budget.

Beal has already agreed to a salary in June. Beal is giving this just for informational use only.

#### Supt. Evaluation Timeline and Tool

Beal stated that the superintendent evaluation should always be done in February and reported back in March. Beal is asking this for himself or the next one.

Beal questioned whether the evaluation process that the board used last year was okay or does the board want something different.

Freeman said that it needs to be a whole board evaluation. Freeman feels that there needs to be more discussion. Van Sickler stated it needs to be more than just a checklist.

Beal stated he would like to know if there is a decision that bothers any of the board members. Beal would like the board members to ask why he made that decision so he can give them the rational for his decision.

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Freeman stated whether it is in executive session or what but Freeman feels that the board should be able to have more discussion.

Van Sickler stated that the whole board would be the committee for the superintendent evaluation.

Beal stated that the board could meet in February for a special retreat meeting. Then bring it to the board in March for approval.

### Goals

Superintendent's Goals/Board goals

Mr. Beal's 3 goals

Goal 1 providing a true budget transparency. Beal would like the board to know how the taxpayer's money is spent. The board needs to see how much we are borrowing and how it is being paid back.

Goal 2 to make sure that the construction project is completed and sees to all of those needs.

Goal 3 Visibility – Beal would like to become a true champion for Vestaburg Schools. Beal would like to be the face of Vestaburg. At local events, sporting events, academic events. To advertise the successes of our programs.

Freeman stated the measuring stick would be the morale of the staff, students and community.

Palmer stated that if Beal does what he says he is going to do with the budget. People will see that.

McNerney stated it is not what you do, but how you do it.

McNerney stated his goal for the superintendent is consistent communication. Nobody likes surprises. McNerney also stated another goal he would like is a positive leadership for morale. McNerney reiterated it is not what you do but how you do it.

Beal stated honest open communication builds trust.

### Expectations

Superintendent's Expectations / Board Expectations

Mr. Beal presented a slide show of his expectations for a superintendent at Vestaburg.

### Communications

District Needs / Personnel Needs / Board Needs

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Budget: -364,000

Beal asked the board for direction on areas of savings. Possibly looking at technology through the ISD. Also look into bus maintenance through the ISD. Freeing up Bill for other duties (snow removal etc). Looking at different insurance for administration to save money for the district.

Personnel: Needs & Options

Elementary Principal Search Update

Recommendation for the board on Monday. Mr. Beal believes the candidate will do a great job for Vestaburg. The decision without question was unanimous.

Freeman spoke to his niece that worked with her and had nothing but good things to say about the candidate.

Technology

Look at the ISD for technology. Possible savings.

Custodial

Beal stated this could be an area of potential savings. Beal asked the board if they would like him to check into this.

Maintenance

Possibly looking at part time positions to cover the additional maintenance needs.

Transportation

Look at the ISD for bus maintenance.

Issues

This was an idea when looking for revenue. Beal questioned the board to see if they would be interested in piloting a alternative ed program in one classroom. The first year it would be one classroom and possibly adding to it in future years.

Beal stated that possibly combining the Athletic Director and also the Alternative Ed Director. Van Sickler stated he would like to see a hard core plan before the board approves it. McNerney stated it just couldn't be a program to make money. Keyes asked if the program was going to be held at night or during the day, and how do you keep those hard-core kids away from the regular kids. If the board is interested, Mr. Hubbard and Mr. Beal could bring a proposal to the board.

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Construction Update

Beal gave the board an overview of the construction updates. Inspections will take place the week of August 23<sup>rd</sup>. After that the district will have occupancy. Triangle, C2AE, Mr. Hubbard and Mr. Beal did a punch list of the athletic complex and wrote down what was done right and what was done wrong. Those items are being worked on. Handicap ramps will be added to the south side of the building. Landscaping will start next week. Durolast will come back as soon as everyone is done. They will take care of warranty issues then.

To move the power pole will cost the school district 25K it could also cost the church across the street the maple tree for variance.

Freeman and Palmer both stated how could the architects miss that pole. They have talked about the pole from the beginning when they were talking about closing the street.

Maintenance

There is more sidewalk maintenance/cleanup. Special salt so that it does not tear up the new sidewalks. Roundup on the fence lines. Possibly hire part time people that could do all of the lawn care/snow removal.

Beal stated that he will work very hard on balancing the budget but we need to take care of our buildings.

Beal stated that we did not discuss board goals. Beal believes those should be where the board would like the district to be. Review academics, etc.

Hubbard stated there are not any major changes to the handbook, other than title changes. Grammar changes, but nothing to policies.

Hubbard stated to the board that when Mr. Walderzak was hired he was the athletic director and taught 2 non-core classes for middle school. Now he has 1 hour for athletic director and is teaching the rest of the day. The board needs to make a decision on what direction the district would like to go. Hubbard stated that possibly making Mr. Walderzak as Dean of Students/Athletic Director.

Beal asked what are the board's wishes. Peglow asked if the board could have more information.

Guest Recognition: none

Motion by Freeman, support by Keyes to adjourn at 6:26 p.m.  
Motion CARRIED 6-0

Karen S. Grover  
Recording Secretary