

MINUTES OF BOARD MEETING  
Manitowoc Board of Education  
August 27, 2013

A special meeting of the Board of Education was called to order by President Linda Gratz at 12:00 p.m. Members present were Ms. Karen Rohrer, Mr. Lee Braunel, Ms. Catherine Shallue, Mr. Dave Longmeyer, Mr. Dave Nickels, and Ms. Linda Gratz. Also present were Superintendent Marcia Flaherty and Board secretary Rebecca McLafferty. Members absent: Mr. Keith Shaw

On motion by Karen Rohrer, seconded by Catherine Shallue, the minutes of the July 9, 2013, special board meeting were approved.

Superintendent Marcia Flaherty informed the Board that by September 1 of each year, the principal or designee must submit a report to the school board containing the number of incidents of seclusion and physical restraint that occurred during the previous school year, the total number of students involved, and the total number of students with disabilities involved. The report was submitted. School staff members are not to use seclusion or restraint without training, except for emergency situations, and only if trained staff are not immediately available.

Superintendent Marcia Flaherty said that administrators are closely monitoring student enrollment. The maximum number of students allowed in grades, 1, 2, and 3 of SAGE schools is an 18:1 student to teacher ratio. Jefferson Elementary School is a SAGE school and is being closely monitored, with a current 17.75:1 ratio. Jefferson and Madison School boundaries overlap, creating an enrollment cushion which allowed a few students to be moved from Jefferson to Madison. Due to unexpected enrollment additions and deletions, enrollment cannot be determined until students physically enter the school. In response to an inquiry asking how a teacher could be hired under such short notice, Flaherty replied that SAGE will allow extra time to hire staff in such a situation.

The Director of Human Resources recommended the hire of an additional 50% first grade teacher at Jackson Elementary School. Board President Gratz clarified that the recommendation to hire a half-time teacher would decrease the student to teacher ratio to 17:1 for the mornings, allowing all specials (art, music, PE) to be scheduled in the afternoons; reading and math would then be taught in the mornings. Board member Nickels asked why administration was recommending the hire of a half-time teacher instead of a full-time teacher. Superintendent Flaherty responded that the need to be fiscally responsible would allow a half-time teacher to accommodate this best-case scenario. Responding to Board inquiry, Director of Business Services Ken Mischler stated that funds for this position would come from fund balance, and that the difference between a 50% and full-time position would be \$40,000-\$50,000, including benefits. Superintendent Flaherty reaffirmed that the district's high quality teaching staff and administration would make this scenario successful, and noted that this has been done in the past.

Board President Linda Gratz opened the floor to public comment on the topic of elementary staffing. The following individuals spoke on this issue: Brenda Emmert of 1116 Elm Street, Manitowoc, WI, spoke in support of hiring additional teaching staff. Matt Borchardt of 3520 Foxfire Court, Manitowoc, WI, spoke in support of hiring an additional full-time teacher. Steve Kleinfeldt, Principal of Jackson Elementary School, affirmed that the administration's recommendation has been carefully considered and will be successful. He noted that similar 50% staffing positions have been utilized in the past. Dean Sleger, 1421 Lee Circle, Manitowoc, WI, and Stacy Jaeger of 2323 Risch Lane, Manitowoc, WI, supported hiring a full-time elementary school teacher. Anell Dombrowski of 1508 Orchard Drive, Manitowoc, WI, spoke from her perspective as a parent and former teacher, in support of hiring an additional full-time teacher at Jackson.

After considerable Board discussion, motion was made by Dave Longmeyer, and seconded by Catherine Shallue, to approve the administration's request to hire a 50% first grade teacher at Jackson Elementary School. Motion passed 4-2 (Karen Rohrer, Linda Gratz opposed).

On motion by Dave Nickels, seconded by Lee Braunel, the Board unanimously (6-0) approved the Superintendent evaluation form as presented. It was noted that Superintendent Flaherty's evaluation process will be discussed in conjunction with the September Board meeting.

On motion by Dave Nickels, seconded by Dave Longmeyer, and carried, the meeting adjourned at 1:14 p.m.

Respectfully submitted,  
Rebecca McLafferty, Secretary

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Linda Gratz  
Board President