



Respectful, Responsible, Safe & Prepared

POLICY COMMITTEE MEETING MINUTES
January 6, 2021 – 1:30 p.m.
Virtually in the Waupaca High School LMC Distance Learning Lab
Via Google Meet, [Live Stream](#), and By Phone

Welcome and Call to Order:

The meeting was called to order by Committee Chairperson Patrick Phair at 1:29 p.m.

Roll Call:

All members of the Committee were virtually present via Google Meet (Chairperson Patrick Phair, Mark Polebitski, and Sandra Robinson). Additionally, Board members Stephen Johnson, Dale Feldt, and Betty Manion were present in the WHS Distance Learning Lab, and Steve Hackett was virtually present via Google Meet.

Also Present:

Present in the WHS Distance Learning Lab: Ron Saari, Mark Flaten, and Sandy Lucas.
Virtually present via Google Meet: Carl Hayek, Laurie Schmidt, Steve Thomaschefskey, and Carol Beyer-Makuski.

Approval of Agenda:

A motion was made by Sandra Robinson and seconded by Mark Polebitski to approve the agenda as presented. The motion carried unanimously on a voice vote.

Review of Board Meeting Norms:

The Board reviewed their collective commitments.

Review of Equity Proclamation/Policy:

Committee Chairperson Patrick Phair presented a draft Equity Policy to serve as a starting point that the Committee or possibly the entire Board can take up at another meeting when it is the only item on the agenda and can be discussed in great detail. Discussion should focus on when it is needed, how it would be used on a regular basis, as well as how to go about enacting and implementing the policy.

Policies for Review (Continue First Two Sections 0000 and 1,000):

NEOLA Policy 0144.1 – Board Compensation:

Committee Chairperson Patrick Phair presented two options for the Committee to consider – a per meeting stipend or an annual salary, each resulting in increased compensation to the Board members. A cost analysis for each of the options as well as the Board's salary history was also provided. It was mentioned that it is important to recognize the contributions and time commitments the Board members make, and that it has been several years since the compensation has been reviewed.

Administration made several recommendations to the Committee, including adopting NEOLA Policy 0144.1 – Compensation, with the addition noted in red, to ensure compliance with state statutes, and in so doing, suggested revisions to be made to the current Policy Governance Manual under Section I. Governance Process, Paragraph J. Board Member Compensation and Expenses. It also recommended that Board meetings be kept to three hours in length, and Board members be reimbursed for certain expenses. For the most part, the Committee agreed with Administration's recommendations.

The Committee as well as other members of the Board preferred the salary approach paid out on a monthly basis rather than two times per year as it is currently paid. Much discussion was had regarding the proposed dollar amounts of the annual salaries. Committee Chairperson Phair suggested that the Committee take it to the full Board for a final vote.

A motion was made by Mark Polebitski and seconded by Sandra Robinson to move NEOLA Policy 0144.1 – Board Compensation, as presented, to the full Board at the next regular Board meeting for approval and adoption. Also to make a recommendation to the full Board to revise Section I. Governance Process, Paragraph J. Board Member Compensation and Expenses, of the Policy Governance Manual to reflect that Board member compensation will consist of an annual salary payable on a monthly basis in the amount of \$300 to the Board President, \$275 each to the Secretary and Treasurer, and \$250 to each of the other Board members. In addition, Board meetings will be limited to three hours in length, with the understanding that there is some flexibility in that there may be some situations which may require meetings to go beyond the three hour timeframe. Also, that Board members would be reimbursed for registration fees and for out of District travel expenses, as well as other appropriate expenses, in accordance with District expense reimbursement rates and procedures. The motion carried unanimously on a Committee roll call vote.

The Board Member Compensation and Expenses Policy will remain in the Policy Governance Manual.

Committee member Sandra Robinson shared that the Board should review what is in the Policy Governance Manual before going through the NEOLA policies, as some of them belong in that manual and not the Board Policy Manual. She asked if a NEOLA representative could attend a Policy Committee meeting to assist them in determining where each policy should be located in order to eliminate duplication in the two manuals.

W186 Advisory Committees to the Board (NEOLA 9140):

Discussion was had as to whether this policy should go in the Policy Governance Manual rather than the Board Policy Manual.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move Policy W186 – Advisory Committees to the Board (NEOLA 9140), as presented, to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a Committee roll call vote.

New NEOLA Policies:

A motion was made by Patrick Phair and seconded by Sandra Robinson to move the following policies to the full Board at the next regular Board meeting for approval and adoption, with the understanding that Mr. Saari will follow-up with regard to the suggested changes/notes:

NEOLA Policy 0111 - Name/Legal Status
W160 - Number (NEOLA 0141)
W183 - Voting (NEOLA 0167.1)
W184 - Meeting Minutes (NEOLA 168.1)
NEOLA Policy 0100 – Definitions
NEOLA Policy 0112 – Purpose
NEOLA Policy 0113 - Boundaries
NEOLA Policy 0114 – Classification
NEOLA Policy 0115 - Address
NEOLA Policy 0121 - Authority
NEOLA Policy 0122 - Board Powers
NEOLA Policy 0132.1 - Selection of District Administrator
NEOLA Policy 0132.2 - Administrative Guidelines
NEOLA Policy 0133 - Judicial

The motion carried unanimously on a voice vote.

Because of time constraints, the remainder of the Agenda – New NEOLA Policies, Items VI.B.3(o-iii), and Waupaca/NEOLA Hybrid Policies, Items VI.B.4(a-k), will be brought forth at the next Policy Committee meeting scheduled for Friday, January 29, 2021.

Adjournment:

A motion was made by Sandra Robinson and seconded by Mark Polebitski to adjourn the meeting at 3:04 p.m. The motion carried unanimously on a voice vote.