



Respectful, Responsible, Safe & Prepared

POLICY COMMITTEE MEETING

AGENDA

January 26, 2022 – 5:30 p.m.

Waupaca High School Community Room

Live Stream: <https://youtu.be/DKXMRhISdOo>

- I. Call to Order
- II. Roll Call
- III. Approval of Agenda
- IV. Review of Board Meeting Norms
- V. New NEOLA Policy [9700.01](#) Advertising and Commercial Activities
- VI. Board Policies for Review (Sections 0000 and 1000) (previously put on “hold”)
 - A. **New NEOLA Policies**
 1. NEOLA Policy [1210](#) Board-District Administrator Relationship
 - B. **Waupaca / NEOLA Hybrid Policies**
 1. NEOLA Policy [0131.1](#) Bylaws and Policies (W151)
 2. NEOLA Policy [0141.1](#) Student Representation at Board Meetings (W160.1)
 3. NEOLA Policy [0143](#) Authority of Individual Board Members (W161)
 4. NEOLA Policy [0175.1](#) School Board Conferences, Conventions, and Workshops (W163)
 5. NEOLA Policy [0167.6](#) Use of Electronic Mail (E-Mail) & Public Records (W166)
 6. NEOLA Policy [0164.1](#) Regular Meetings (W170)
 7. NEOLA Policy [0166](#) Agenda (W171.2)
 8. NEOLA Policy [0161](#) Parliamentary Authority (W181)
- VII. Board Policies for Review (Sections 3000 and 4000)
 - A. **Waupaca Policies (with little to no changes)**
 1. NEOLA Policies [3340/4340](#) Grievance Procedure (W527/W527-R1)
 2. NEOLA Policies [3431.01/4431.01](#) Uniformed Service Leave and Other Rights of Service Members (W532.42/W532.42-R1)
 3. NEOLA Policy [3242](#) Professional Development Opportunities for Licensed Staff (W537)
 4. NEOLA Policy [3243](#) Staff Attendance at Workshops and Conferences (W537.2)
 5. NEOLA Policy [3120.09](#) Staff Attendance at Extra-Curricular Meetings, Workshops and Tournaments (W537.3)

B. New NEOLA Policies Similar to NEOLA Policies Previously Approved

1. NEOLA Policies [3122/4122](#) Nondiscrimination and Equal Employment Opportunity (W511) – Similar to NEOLA Policy [1422](#) approved 3/16/21
2. NEOLA Policies [3160/4160](#) Standard New-Employee and Interval-Based Health Examinations (W523.1) – Similar to NEOLA Policy [1460](#) approved 3/16/21
3. NEOLA Policies [3160.01/4160.01](#) Waupaca School District Pre-Employment Drug Testing (W523.2) – Similar to NEOLA Policy [1460.01](#) approved 4/13/21
4. NEOLA Policies [3122.02/4122.02](#) Nondiscrimination Based on Genetic Information of the Employee – Similar to NEOLA Policy [1422.02](#) approved 3/16/21
5. NEOLA Policies [3123/4123](#) Section 504/ADA Prohibition Against Disability Discrimination in Employment – Similar to NEOLA Policy [1623](#) approved 4/13/21
6. NEOLA Policies [3362/4362](#) Employee Anti-Harassment – Similar to NEOLA Policy [1662](#) approved 4/13/21
7. NEOLA Policies [3419/4419](#) Group Health Plans – Similar to NEOLA Policy [1619](#) approved 4/13/21
8. NEOLA Policies [3419.02/4419.02](#) Privacy Protections of Fully Insured Group Health Plans – Similar to NEOLA Policy [1619.02](#) approved 4/13/21
9. NEOLA Policies [3419.03/4419.03](#) Patient Protection and Affordable Care Act – Similar to NEOLA Policy [1619.03](#) approved 4/13/21

C. New NEOLA Policies

1. NEOLA Policies [3139/4139](#) Staff Discipline (W522)
2. NEOLA Policies [3122.01/4122.01](#) Drug-Free Workplace (W522.1/W522.1-R1/W522.1-R2)
3. NEOLA Policy [4162](#) Controlled Substance and Alcohol Policy for Employees that Transport Students (W523.4)
4. NEOLA Policies [1630.01/3430.01/4430.01](#) Family & Medical Leave of Absence (“FMLA”) (W528/W528.1)
5. NEOLA Policy [3120](#) Employment of Professional Staff (W533)
6. NEOLA Policy [4120](#) Employment of Support Staff (W533)
7. NEOLA Policies [3121/4121](#) Criminal History Record Check (W533.1)
8. NEOLA Policy [3120.04](#) Employment of Substitutes (Professional Staff) (W534.1)
9. NEOLA Policy [4120.04](#) Employment of Substitutes (Support Staff) (W534.2)
10. NEOLA Policy [4162.01](#) Bus Driver Policies (W541.61/W541.61-R1/W541.62)
11. NEOLA Policies [3111/4111](#) Creating a Position
12. NEOLA Policies [3120.01/4120.01](#) Job Descriptions
13. NEOLA Policy [3120.06](#) Selecting Student Teachers/Administrative Interns
14. NEOLA Policy [3120.07](#) Employment of Casual Resource Personnel
15. NEOLA Policy [3120.08](#) Employment of Personnel for Co-Curricular/Extra-Curricular Activities
16. NEOLA Policies [3120.10/4120.10](#) Job Sharing
17. NEOLA Policy [3124](#) Employment Contract
18. NEOLA Policy [3125](#) Educator Licensing
19. NEOLA Policies [3130/4130](#) Assignment and Transfer
20. NEOLA Policies [3131/4131](#) Reduction in Staff
21. NEOLA Policies [3132/4132](#) Vacancies
22. NEOLA Policy [3140](#) Non-Renewal, Resignation and Termination
23. NEOLA Policy [4140](#) Termination and Resignation
24. NEOLA Policies [1461/3161/4161](#) Unrequested Leaves of Absence/Fitness for Duty
25. NEOLA Policies [3170/4170](#) Substance Abuse
26. NEOLA Policies [3210/4210](#) Staff Ethics

27. NEOLA Policies [3211/4211](#) Whistleblower Protection
28. NEOLA Policies [3213/4213](#) Student Supervision and Welfare
29. NEOLA Policies [3214/4214](#) Staff Gifts
30. NEOLA Policies [3215/4215](#) Use of Tobacco and Nicotine by Professional Staff
31. NEOLA Policies [3216/4216](#) Staff Dress and Grooming
32. NEOLA Policies [3230/4230](#) Conflict of Interest
33. NEOLA Policy [3231](#) Outside Activities of Professional Staff
34. NEOLA Policy [4231](#) Outside Activities of Support Staff
35. NEOLA Policies [3281/4281](#) Personal Property of Staff Members
36. NEOLA Policies [3310/4310](#) Employee Expression in Noninstructional Settings
37. NEOLA Policies [3362.01/4362.01](#) Threatening Behavior Toward Staff Members
38. NEOLA Policies [3410.01/4410.01](#) Compensation for Part-Time Staff
39. NEOLA Policies [3425/4425](#) Benefits
40. NEOLA Policies [3430/4430](#) Leaves of Absence
41. NEOLA Policies [3431/4431](#) Employee Leaves (W529)
42. NEOLA Policies [3440/4440](#) Job-Related Expenses
43. NEOLA Policies [3531/4531](#) Unauthorized Work Stoppage
44. NEOLA Policy [4124](#) Letter of Reasonable Assurance
45. NEOLA Policy [4220](#) Evaluation of Support Staff
46. NEOLA Policy [4430.05](#) Nursing Mothers

D. Waupaca / NEOLA Hybrid Policies

1. NEOLA Policy [8340](#) Providing a Reference (W526.1)
2. NEOLA Policy [3220](#) Staff Evaluation and Educator Effectiveness (W538)

VIII. Adjournment

Stephen Johnson _____ **Steve Klismet** _____

Betty Manion _____ Dale Feldt _____

Steven Hackett _____ **Patrick Phair** _____

Mark Polebitski _____