



*Respectful, Responsible, Safe & Prepared*

**POLICY COMMITTEE MEETING MINUTES**  
**January 29, 2021 – 11:00 a.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 11:00 a.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 and Dale Feldt were present in the WHS Distance Learning Lab, and Steve Hackett and Betty Manion (joining at 11:04 a.m.) were virtually present via Google Meet.

**Also Present:**

Present in the WHS Distance Learning Lab: Ron Saari, Mark Flaten, Laurie Schmidt, and Sandy Lucas. Virtually present via Google Meet: Carl Hayek, Steve Thomaschefsky, and Megan Sanders.

**Approval of Agenda:**

Committee Member Sandra Robinson suggested that instead of the Committee reviewing the Board Meeting Norms, it review the District's Mission and Vision Statements. Committee Chairperson Patrick Phair advised that this is something that will need to be approved by the full Board. A motion was made by Mark Polebitski and seconded by Sandra Robinson 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.

**SDW Equity Proclamation Topic:**

Administration understands that the Board wants equity to be a priority. Mr. Saari presented the WASB's Equity Statement as well as information from a session he attended at the recent WASB Convention focusing on improving student achievement for all students, illustrating the differences between equity and equality. The Core Team has reviewed the notes, PowerPoint presentation, and statement and believes it fits in well with our District. If the Board approves an Equity Statement, Director of Student Services Laurie Schmidt and Director of Teaching & Learning Mark Flaten will incorporate it into the MLSS Handbook. Because the WASB's Equity Statement has already been well vetted by its attorneys, consultants, and membership, the Administration is recommending that the Committee approve the WASB's Equity Statement and forward it to the full Board for approval and adoption as a District statement and not as a District policy.

Committee Member Mark Polebitski presented his suggested revisions to the WASB Equity Statement. There was some discussion regarding the use of the word “opportunity” rather than “will” and the Committee ultimately decided that “will” is more equitable.

Committee Member Sandra Robinson also suggested a couple of revisions to the WASB Equity Statement and asked if “needs” needed to be identified or, more importantly, what does “specific identified needs” mean? She requested more specificity regarding the word “identified”, and much discussion ensued relating to the use of that word. Ms. Schmidt advised that “specific identified needs” come out of informal and formal conversations. Students are identified through student, staff, parent, and peer reportings.

Committee Chairperson Phair reminded everyone that the Equity Statement is just a starting point for educational equity and is a statement, not a policy. Policies will need to meet the Equity Statement. Mr. Saari pointed out that on page 2 of his notes it indicates how the Board can address these issues and how it can discuss potential solutions in policy. Administration will bring data forward that supports their decisions, which will add more credence to what they are currently doing.

A motion was made by Mark Polebitski and seconded by Sandra Robinson to make a recommendation to the full Board at the next regular Board meeting to approve and adopt the WASB’s language as the School District of Waupaca’s Equity Statement (not a policy) as presented. The motion carried unanimously on a voice vote.

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

NEOLA Policy 0144.1 – Board Compensation:

Discussion continued as to whether Board members should be compensated via a monthly stipend or a per meeting payment. Mr. Hayek advised that at the beginning of the school year he budgets the amount paid to the School Board based on historical data.

Mr. Saari advised that NEOLA Policy 0144.1 is needed for the legal language rather than just having the policy in the Policy Governance Manual.

A motion was made by Mark Polebitski and seconded by Sandra Robinson to make a recommendation to the full Board at the next regular Board meeting to revise the existing language of the Policy Governance Manual under Section I. Governance Process, Paragraph J. Board Member Compensation and Expenses, to remove the annual stipends and revise the per meeting stipend to reflect that the Board President receives \$60 per meeting; the Board Clerk and Treasurer each receive \$55 per meeting; and the remaining Board members each receive \$50 per meeting. Everything else remains the same with the exception that approval by the Board President of certain out of District expenses will be required. The motion carried unanimously on a voice vote.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move NEOLA Policy 0144.1 – Board Compensation, as amended and presented, to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

New NEOLA Policies and Adjournment:

Committee Member Sandra Robinson reiterated the need for getting professional development of the Policy Governance Manual before going through the list of the NEOLA policies. We need to address whether the policy should be in the Policy Governance Manual or in the Board Policy Manual as we go through them. She added that she believes some policies reference employees

and should have gone to the Personnel Committee prior to them coming before the Policy Committee. Also that we need to address where these are referenced as well – in a handbook, policy, etc.

Mr. Saari advised that he has spoken with Aspen Professional Services, a policy governance consulting firm. They would go through our policies, update, and revamp them at a cost of approximately \$50,000 and it would take about a year to complete. NEOLA doesn't provide any professional development relating to policy governance. It was agreed that the Board does need a policy governance refresher course but that it should wait until after the spring election.

Therefore, the Committee was advised to adopt the NEOLA policies first and then cross reference them to the Policy Governance Manual later.

A motion was made by Mark Polebitski and seconded by Sandra Robinson to move the following policies to the full Board at the next regular Board meeting for approval and adoption, and to adjourn the meeting:

- Electoral Process (NEOLA 0142.1)
- Qualifications (NEOLA 0142.2)
- W131 Term (NEOLA 0142.3)
- Oath (NEOLA 0142.4)
- Recall (NEOLA 0142.6)
- Conflict of Interest (NEOLA 0144.3)
- Indemnification (NEOLA 0144.4)
- Required Student Academic Standards Agenda Item (NEOLA 0151.2)
- Quorum (NEOLA 0162)

The motion carried unanimously on a voice vote and the meeting adjourned at 12:33 p.m.

Because of time constraints, the remainder of the Agenda – New NEOLA Policies, Items VI.B.2(m-uu), and Waupaca/NEOLA Hybrid Policies, Items VI.B.3(b-k), will be brought forth at the next Policy Committee meeting scheduled for Friday, February 12, 2021.