



PERSONNEL COMMITTEE MEETING MINUTES
January 25, 2023 – 5:30 p.m.
Waupaca High School Community Room and [Live Stream](#)

Welcome and Call to Order:

The meeting was called to order by Committee Chairperson Betty Manion at 5:32 p.m.

Roll Call:

Present in the WHS Community Room: All members of the Committee were present (Chairperson Betty Manion, Ron Brooks, and Patrick Phair). Additionally, Board members Dale Feldt, Steve Klismet, Molly McDonald, and Stephen Johnson were present.

Also Present:

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Mark Flaten, and Laurie Schmidt.

Approval of Agenda:

A motion was made by Patrick Phair and seconded by Ron Brooks to approve the agenda as presented. The motion carried unanimously on a voice vote.

Review of Board Meeting Norms:

The Committee reviewed their collective commitments.

WLC Special Education/Autism Teacher:

Director of Student Services Laurie Schmidt advised that we are seeing a larger diversity in neurodevelopment in our students, and therefore need to be mindful of the impact on our special education staff. So we are seeking an additional certified special education teacher at the WLC, particularly someone to work with those students who are on the Autism spectrum. We currently have adequate staffing at the Middle and High Schools to work with our special education students, including those on the Autism spectrum.

Ms. Schmidt advised that Autism has both a medical and educational component to it and students on the Autism spectrum have a vast variety of needs. There is not a specific teaching license for Autism; it would just require a special education cross-categorical license. She added that no current staff who are appropriately licensed have expressed an interest in this position, so it has been posted on WECAN.

Ms. Schmidt pointed out that this position was not built into this year's budget but it will be in the 2023-2024 budget. However, she will continue to monitor special education dollar expenditures to see if funds would become available this year. She added that this position is not eligible for any mental health funding the District may receive because those funds are strictly for mental health services not special education. This position will be evaluated each year based on our incoming and outgoing special education numbers and instructional needs.

Ms. Schmidt advised that we are looking to fill this position immediately to meet the needs of our current students and alleviate staff workloads. She added that 16% of our student population are identified as having a disability. We are not looking to attract students into the District but to provide services to our current students. Director of Teaching and Learning Mark Flaten advised that we tried to make it work without the necessity of adding another position, but it is just not sustainable.

A motion was made by Patrick Phair and seconded by Ron Brooks to make a recommendation to the full Board to approve adding a new 1.0 special education teacher (with emphasis in Autism) position at the WLC, as presented, to start as soon as possible. The motion carried unanimously on a voice vote.

Adjournment:

A motion was made by Patrick Phair and seconded by Ron Brooks to adjourn the meeting at 5:55 p.m. The motion carried unanimously on a voice vote.