



Respectful, Responsible, Safe & Prepared

POLICY COMMITTEE MEETING MINUTES
October 30, 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 Ron Brooks at 5:32 p.m.

Roll Call:

Present in the WHS Community Room: Chairperson Ron Brooks and Committee member Molly McDonald were present. Additionally, Board members Dale Feldt and Betty Manion were present.
Excused: Committee member Steve Klismet.

Also Present:

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

Approval of Agenda:

A motion was made by Molly McDonald and seconded by Ron Brooks to approve the agenda as presented. The motion carried unanimously.

Review of Board Meeting Norms:

The Committee reviewed their collective commitments.

Deleted NEOLA Policies:

Policy 0164.1 Regular Meetings (merged into new Policy 0164 below)
Policy 0164.2 Special Meetings/Hearing (merged into new Policy 0164 below)
Policy 0165.1 Notice of Regular Meetings (merged into new Policy 0164 below)
Policy 0165.2 Change of Regular Meetings (merged into new Policy 0164 below)
Policies 1623 / 3123 / 4123 Section 504/ADA Prohibition Against Disability Discrimination in Employment (merged into new Policy 8913 below)
Policy 3120.07 Employment of Casual Resource Personnel
Policy 4430.05 Nursing Mothers (replaced with new Policy 8700 below)
Policy 9210 Parent Organizations

The Committee agreed with the deletion of the above-listed policies.

New NEOLA Policies:

Policy 0164 Meetings (combines Policies 0164.1, 0164.2, 0165.1, 0165.2):

This is a combination of the four policies noted above that were deleted. In addition, a new section pertaining to virtual participation of meetings was added. There was some discussion regarding the meaning of “physical restriction”. In the end the Committee agreed with the new policy as written, noting that it is best practice for a Board member to let someone know if they will not be attending a meeting.

Policy 5215 Missing and Absent Children:

This is a revised NEOLA policy but a new policy for the District. There was some discussion on possibly wordsmithing the second paragraph to make it more clear, but the Committee agreed to leave it as is.

Policy 5505 Academic Honesty:

This is a new policy and references AI. It is one that is most likely going to have to be modified periodically. The Committee agreed with the policy as written.

Policy 6151 Returned/Outstanding-Stale Checks:

This is a revised NEOLA policy but a new policy for the District. The Committee agreed with the policy as written.

Policy 7540.08 Artificial Intelligence (AI):

This policy piggyback's with the previous Academic Honesty Policy and will also have to be reviewed and revised periodically. The Committee agreed with the policy as written.

Policy 8121 Personal Background Check – Contracted Services:

This is a new policy requiring background checks to be completed for any contracted vendor that works for the District and has interaction with our students on a regular basis. There was some question as to what type of contracted service vendor this would include, but it was pointed out that it would apply to someone who interacts with students on a “regular” basis. The Committee agreed with the policy as written.

Policy 8700 Nursing Mothers:

This policy replaces Policy 4430.05. The Committee agreed with the policy except for the time limit imposed. So it agreed to delete the phrase “for up to one (1) calendar year from the birth of the child” at the end of the third paragraph.

Policy 8805 Flags, Signage, and Displays:

Board President Dale Feldt and Committee Chairperson Ron Brooks had asked Mr. Saari to create a policy relating to the appropriate usage and display of flags, signage, and other displays in the District's buildings. This policy was vetted by the District's legal counsel and applies only to staff in the buildings (not students). Board President Feldt advised that if you allow one flag, sign, display, etc. you have to allow them all so that is the reason for the policy. Discussion then ensued.

It was noted that the Committee/Board needs to be careful of possible unintended meanings, and that we may need to educate our staff regarding holiday decorations. However, Mr. Saari advised that he has never seen any non-secular holiday decorations in the school buildings. It was also pointed out that if someone wants to display an item, they can check with their building principal for approval.

Mr. Brooks and Mr. Feldt agreed with the policy as written emphasizing that staff do not need to make a political statement or indoctrinate or impose their beliefs on impressionable students. We are here to educate, not influence political ideology, so it is very important to keep politics and personal beliefs out of our schools. We need to keep it neutral; therefore, the three flags are all that is needed on District property. That way we are not discriminating against anyone. By putting something on your desk or in your classroom you are sharing your beliefs with students.

Committee member Molly McDonald agreed with the concept of the policy but questioned some of the verbiage and the way it was written.

Board member Betty Manion thought the policy was very wordy compared to other school district flag policies that she had reviewed and should be more concise. She suggested that the examples listed in the last paragraph be deleted.

Mr. Saari advised that stickers on vehicles parked on District property may be considered free speech because it is a personal vehicle.

At this point, Chairperson Brooks suggested, and the Committee agreed, to table this at the Committee level, but later decided to bring it to the full Board for further review and discussion.

Board President Feldt then pointed out that there is another policy which deals with a similar issue – Policy 2240 relating to the discussion of controversial issues in the classroom, noting that the teacher can teach the subject but cannot impose their viewpoint. This Policy 8805 follows Policy 2240 and there is also an Administrative Guideline that goes along with that. The Committee reviewed Policy 2240 Controversial Issues in the Classroom. This policy supports these other policies. Mr. Brooks added that, for example, you can teach a classroom a history lesson but you cannot take a stand on it. If you have a flag, sign, display, etc., you just took a side.

The Committee ultimately agreed with the policy as written.

Policy 8913 Section 504/ADA Prohibition Against Disability Discrimination in Employment (combines Policies 1623, 3123, 4123):

This policy combines the three policies noted above and moves it to the 8000 Series because it falls more appropriately under Operations. One of the revisions made was the extension of the timeline for completion of the investigation from 10 days to 60 days. This allows more time to investigate the complaint and is a more reasonable timeline. The Committee agreed with the policy as written.

Revised NEOLA Policies:

Policy 0142.1 Electoral Process

Policy 0143.1 Public Expression of Board Members

Policy 0144.3 Conflict of Interest

Policy 1260 Incapacity of the District Administrator

Policies 1421 / 3121 / 4121 Criminal History Record Check and Employee Self-Reporting Requirements

Policies 1630.01 / 3430.01 / 4430.01 Family & Medical Leave of Absence (“FMLA”)

Policy 2340 District-Sponsored Trips

Policy 2451 Program or Curriculum Modifications

Policy 2521 Selection of Instructional Materials and Equipment

The Committee agreed with the above-listed policies as revised.

Policy 2370 Educational Options Provided by the District:

Director of Teaching and Learning Mark Flaten and Director of Technology/CTE Steve Thomaschefsky made some revisions to this policy to make it more clear and to better fit the District. They also met with WHS Student Services. This policy may need to be revisited periodically as different options become available. The Committee agreed with the policy as revised.

A motion was made by Ron Brooks and seconded by Molly McDonald to move the above listed deleted NEOLA policies (V. Items A-H), new NEOLA policies (as revised) (VI. Items A-I), and revised NEOLA policies (VII. Items A-J) as discussed and approved today to the full Board for approval. The motion carried unanimously on a voice vote.

Due to time constraints, the remainder of the Agenda (VII. Items K-W, VIII, and IX) was tabled and will be brought forth at the next Policy Committee meeting.

Adjournment:

A motion was made by Molly McDonald and seconded by Ron Brooks to adjourn the meeting at 6:32 p.m. The motion carried unanimously on a voice vote.