



Respectful, Responsible, Safe & Prepared

POLICY COMMITTEE MEETING MINUTES
December 18, 2020 – 10:30 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 10:35 a.m.

Roll Call:

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

Also Present:

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

Approval of Agenda:

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.

Review of Equity Proclamation:

A portion of the current draft reiterates what we already have in our Student Nondiscrimination Policy so it was suggested that it not be restated in this proclamation. The proclamation needs to include equal access to curriculum, etc., so the term “equality” needs to be changed; equality is not the same as equity. Committee Chairperson Patrick Phair suggested that the proclamation be reviewed by Neola before finalizing. The Committee members will continue to work on it as well and it will be brought forth again at a future Policy Committee meeting.

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

Policy 0144.1 – Board Compensation:

The current policy isn't statutorily correct so it needs to be revised. Committee Chairperson Patrick Phair pointed out that all current Board members, for the most part, attend all committee and full Board meetings. He also advised that it appears the Board members attend, on average, four meetings per month. He suggested eliminating the stipends and increasing the monthly meeting payments, which would result in a total cost of approximately what it was in a “normal” school year (2018-2019). It was also suggested that the length of meetings be limited.

On the other hand, it was pointed out that a majority of school boards are going with a yearly stipend rather than a monthly meeting payment, irrespective of the number of meetings. This helps with budgeting as well.

Questions arose regarding whether the payment of stipends would include school visits, attendance at the State Education Convention, and other items as listed in the current policy. If the Board decided to go with the stipend payments, other language in the policy would need to be revised.

A question was also raised as to whether Board member attendance at committee and/or full Board meetings would suffer if we went with the annual stipend payments. And, as Committee Chairperson Phair reminded everyone, their time is not just spent in meetings but in preparation and review of documentation. However, it was noted that most Board of Education members pursue being a Board member for the good of the District and what is in the best interests of the students and staff.

Committee Chairperson Phair suggested that the Committee take a look at the current policy, look at the Neola compensation policy, compare those policies with other districts, and then introduce language revising the current Compensation Policy at the next regular Board meeting scheduled in January. He also suggested that a Policy Committee meeting be scheduled during the first week of January to bring forth options and suggested changes to the policy language.

Policy 2266 – Title IX Policy - Nondiscrimination on the Basis of Sex in Education Programs or Activities:

Mr. Saari suggested that no changes be made to this policy as it is a legal document. However, it was pointed out that there was a typo on page 10 which will be corrected. Neola requires that the specific names be listed as Title IX Coordinators (rather than just their titles and contact information), so Mr. Saari asked that the Board be flexible and allow him to make the necessary name changes as required in the future without having to bring it to the Policy Committee.

Mr. Saari also explained that the investigator is a different person than a coordinator. The district administrator is not a Title IX coordinator but could play a role in the investigation.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities to the full Board at the next regular Board meeting for approval as presented. The motion carried unanimously on a voice vote.

Policy 8450 – Personal Protective Equipment During Pandemic/Epidemic Events:

Again, this is a legal document that is pretty straight-forward and was created by the attorneys for the District because of the pandemic. A suggestion was made that in this and all other policies going forward the term “Superintendent” be changed to “District Administrator” throughout. In this policy, the District Administrator is given the ability to act without the Board’s approval, however, it may be the prudent thing to do. Committee Chairperson Phair advised Mr. Saari to feel free to ask the Board for backing if need be.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move Policy 8450.01 – Personal Protective Equipment During Pandemic/Epidemic Events to the full Board at the next regular Board meeting for approval. The motion carried unanimously on a voice vote.

Waupaca Policies that we are keeping as is:

Committee member Sandra Robinson noted that some of the policies have language that is similar to that in the Policy Governance Manual. It was decided to keep the language in these policies as is, as long as it adequately reflects (it doesn't need to be identical) the language found in the Policy Governance Manual and there are no conflicts.

Mr. Saari advised that the WASB offers a self-evaluation document for the Board of Education. When all of the members have completed the document, the WASB puts together a review summary. It also puts together a synopsis and compares it with other districts across the state. It was added that the workshops that the Board has held previously were a type of self-evaluation/self-reflection.

Mr. Saari pointed out that Neola separates out the Organizational and Annual Board meetings.

There was some discussion pertaining to Item VI.B.4(f) - W186 Advisory Committees to the Board (NEOLA 9140). The language in the Policy Governance Manual is more detailed and the Committee felt it would like to include that detailed language in this policy as well.

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

- W110 Educational Philosophy (NEOLA 2105)
- W153 Board Self-Evaluation (NEOLA 0123.1)
- W174 Organizational Meeting of the Board (NEOLA 0151.1)
- W185 Board Committees (NEOLA 0155)
- W185.1 Board Committee Structure (NEOLA 0155)
- W187 Public Comment Periods During Board Meeting (NEOLA 0167.3)
- W161 Public Expression of Board Members (NEOLA 0143.1)
- W222 Administrator Contracts (NEOLA 1220.01)
- W251 Organization for Administrative Purposes (NEOLA 1100.01)
- W251.1 Organizational Chart (NEOLA 1100.02)

The motion carried unanimously on a voice vote.

Because of time constraints, the remainder of the agenda will need to be brought forth at a future Policy Committee meeting. The items on the next Policy Committee meeting agenda are:

- Policy 0144.1 – Board Compensation
- Equity Proclamation
- Agenda Item VI.B.4(f) – Policy W186 Advisory Committees to the Board (NEOLA 9140)
- Agenda Items VI.B.5(a-iii) – New NEOLA Policies
- Agenda Items VI.B.6(a-k) – Waupaca/NEOLA Hybrid Policies

Adjournment:

A motion was made by Mark Polebitski and seconded by Sandra Robinson to adjourn the meeting at 12:11 p.m. The motion carried unanimously on a voice vote.