



Respectful, Responsible, Safe & Prepared

POLICY COMMITTEE MEETING MINUTES (Revised)
December 3, 2020 – 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 11:04 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 member Stephen Johnson was present via phone, Steve Hackett was virtually present via Google Meet, and Board members Dale Feldt and Betty Manion were present in the WHS LMC Distance Learning Lab.

Also Present:

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

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.

Approve Moving Forward with the Subscription to the WASB Model for Superintendent Evaluations:

The Board was asked for their approval of Mark Flaten working with Mr. Saari in tandem with the WASB Model in doing research as part of his graduate dissertation work regarding the superintendent and board (trust, relationship, and strategies) as well as going through the evaluation process and its impact on the superintendent-board partnership.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to make a recommendation to the full Board at the next regular Board meeting to purchase a three-year subscription to the WASB Model for Superintendent Evaluations and to approve Mr. Flaten working with Mr. Saari in tandem for Mr. Flaten's dissertation work. The motion carried unanimously on a voice vote.

Review of Equity Policy:

The draft policy needs to be tweaked to be more consistent with our Student Nondiscrimination Policy, so the Committee asked Mr. Saari to take it to Neola to have them create a vetted legal equity policy. The equity policy will be discussed further at a future Policy Committee meeting.

Policy Project Spreadsheet/Policies for Review (First Two Sections):

Due to time constraints, it was determined that the Committee would review the six policies requiring Board discussion, and then the Title IX policies. The remaining 0000s and 1000s, which are either School District of Waupaca (SDW) policies, NEOLA, or hybrid policies, will be discussed at a future Policy Committee meeting.

It was requested that cross references be added to the Neola policies.

Policy 0142.5 – Vacancies: In paragraph D under “Filling a Board Vacancy”, change the word “may” to “shall”. Revise paragraph E to read: “If the vacancy is not filled within sixty (60) days of the date on which the vacancy first exists, the vacancy shall be filled by appointment of the Board President.”

Policy 0144.8 – Funeral Attendance and Memorial: Revise the language so that it is more generic and let the Administration handle the leave. Delete the sentence “Students may be excused to attend funerals with written parental permission” under both the Students and Employees sections. Increase the dollar amounts of the donations to the Scholarship Foundation as follows: Students - a one-time donation of \$250.00; Employees – a one-time donation of \$250.00; Relative of Employee – a one-time donation of \$25.00; Retired Employees – a one-time donation of \$25.00. The Scholarship Foundation will handle how the memorials are mentioned. Also add a revised date of 12/08/20, and this policy should also be cross-referenced in our employee and student handbooks.

Policy ____ (SDW Policy 192) – Recognition Schedule: This policy will remain as is.

Policy 0123 – Philosophy of the Board: Add a new paragraph D to read: “Follow and abide by the School District of Waupaca Policy Governance Manual, including: 1) Governance Process; B) Governing Philosophy.”

Policy 0142.7 – Orientation:

Reference “District Administrator” throughout rather than “Superintendent”.

Revise the second paragraph to read: “Each new Board member shall be invited to meet with the full Board and the District Administrator . . .” Delete the punctuation at the end of paragraphs A-E and delete the word “and” at the end of paragraph D.

On page 2, revise the first and second sentences in paragraph E to read: “The District Administrator and the Board President or designee spends time with the new Board . . . Time is invested on the benefits . . . and on how professional robust discussions on topics can lead to improved decisions.”

On page 3, revise paragraph 11 to read: “Provide a tour of the building(s);”. Add a semi-colon at the end of paragraph 12. Add a semi-colon at the end of paragraph 13 and the word “and”. Finally, add a new paragraph #14 to read: “Technology training (including, but not limited to: NEOLA, BoardDocs, and website).”

Policy 0144.1 – Compensation: Because of statutory conflicts, the compensation for Board members has to be revised. The Board will review the current Policy Governance policy and discuss further at the full Board meeting next Tuesday.

Discussion of the Title IX policies will take place at a future Policy Committee meeting.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move the six policies discussed today to the full Board. The motion carried unanimously on a voice vote.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to make a recommendation to the full Board at the next regular Board meeting to dispense with the second reading before adoption of the policies. The motion carried unanimously on a voice vote.

Adjournment:

A motion was made by Mark Polebitski and seconded by Sandra Robinson to adjourn the meeting at 12:38 p.m. The motion carried unanimously on a voice vote.