



Respectful, Responsible, Safe & Prepared

POLICY COMMITTEE MEETING MINUTES
March 19, 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 11:03 a.m.

Roll Call:

All members of the Committee were present (Chairperson Patrick Phair, Sandra Robinson, and Mark Polebitski) via Google Meet. 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 and Sandy Lucas. Virtually present via Google Meet: Carl Hayek, Steve Thomaschefsky, and Megan Sanders.

Approval of Agenda:

A motion was made by Sandra Robinson and seconded by Mark Polebitski 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.

Committee Chairperson Patrick Phair commented he read an interesting article recently in the *Post Crescent* regarding Act 31 which relates to curriculum of Native Americans, and asked if the District's curriculum staff should maybe look into it.

Administrative NEOLA Policies above the 0000's that were previously on the agenda:

W225 Evaluation of Administrators (NEOLA 1240) (Waupaca/NEOLA Hybrid Policy):

Committee Chairperson Patrick Phair summarized an article that was in today's paper relating to superintendent evaluations. It is presently being lobbied to make superintendent evaluations closed or private from the public. Also that some districts are moving from closed session evaluations to open session, and still others are only providing verbal evaluations with a one sentence written statement available for open record. Mr. Saari believes the WASB process the Board is currently using works and is appropriate.

Back to review of this policy, it was requested that references to statutes and other legal references, as is on the current policy, be added to this new policy.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move Policy W225 – Evaluation of Administrators (NEOLA 1240), as amended, to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

W523.2 Waupaca School District Pre-Employment Drug Testing (NEOLA 1460.01):

Much discussion was had relating to whether or not the word “cannabinoids”, found in paragraph 1 under Section C, should be kept in the policy or if it can be eliminated. The Committee asked Mr. Saari to get some legal perspective regarding this issue.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move Policy W523.2 – Waupaca School District Pre-Employment Drug Testing (NEOLA 1460.01), as amended with the elimination of the word “cannabinoids”, to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

Group Health Plans (NEOLA 1619):

Discussion was had regarding adding language relating to consulting with employees before making changes to the health plans. A motion was made by Sandra Robinson and seconded by Mark Polebitski to move NEOLA Policy 1619 – Group Health Plans as presented to the full Board at the next regular Board meeting for approval and adoption. The motion carried on a 2-0-1 voice vote with Committee Chairperson Patrick Phair voting no.

Privacy Protections of Fully Insured Group Health Plans (NEOLA 1619.02):

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move NEOLA Policy 1619.02 – Privacy Protections of Fully Insured Group Health Plans as presented to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

Patient Protection and Affordable Care Act (NEOLA 1619.03):

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move NEOLA Policy 1619.03 – Patient Protection and Affordable Care Act as presented to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

Section 504/ADA Prohibition Against Disability Discrimination in Employment (NEOLA 1623):

Mr. Saari advised that it is required by law to list the specific personnel designated as the District’s 504 CO(s)/ADA Coordinator(s). Committee Chairperson Phair asked Mr. Saari to advise the Board at its next regular meeting where documents which are required to be posted, such as this one, are posted and what is posted – the entire policy or a phrase or comment referencing the policy.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move NEOLA Policy 1623 – Section 504/ADA Prohibition Against Disability Discrimination in Employment as presented to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

Employee Anti-Harassment (NEOLA 1662):

Again, it was asked of Mr. Saari to advise the Board as to where this is posted, and in what format and content.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move NEOLA Policy 1662 – Employee Anti-Harassment as presented to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

W161.1 Handling Complaints (NEOLA 9130) (Waupaca/NEOLA Hybrid Policy):

Discussion was had regarding different types of complaints and if they should all follow this same process.

A motion was made by Sandra Robinson and seconded by Mark Polebitski to move Policy W161.1 – Handling Complaints (NEOLA 9130) as presented to the full Board at the next regular Board meeting for approval and adoption. The motion carried unanimously on a voice vote.

It was reiterated that when a policy is accepted, we will follow the new one but keep the old for now as well. We will not be updating the District's website at this time; we will migrate all policies to the website at one time using BoardDocs.

Committee member Sandra Robinson asked that NEOLA create a new tab on its website to list all the policies that have been adopted to date to make it easier to keep track of those that have been approved.

Because of time constraints, the remainder of the Agenda – Items VII.A.1-72 and VII.B.1-5, will be brought forth at the next Policy Committee meeting scheduled for Friday, April 16, 2021.

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.