



Respectful, Responsible, Safe & Prepared

PERSONNEL COMMITTEE MEETING MINUTES
March 26, 2021 – 12:00 Noon
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 Betty Manion at 12:01 p.m.

Roll Call:

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

Also Present:

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

Approval of Agenda:

Committee member Patrick Phair asked that the agenda be amended to include discussion relating to COVID compensation. A motion was made by Patrick Phair and seconded by Steve Hackett to approve the agenda as amended. The motion carried unanimously on a voice vote.

Review of Teacher Compensation for Additional/Outside of Regular Contract Work (Summer School, Curriculum Writing, Tech Camp, Waupaca FIRST, Mentor Training, etc.):

Director of Teaching and Learning Mark Flaten advised that because teachers have been required to put more time and effort into meeting the needs of our students since the start of the pandemic, they have put off their own professional growth and development. Using funds the District is set to receive from the Elementary and Secondary School Emergency Education Relief Fund II (ESSER II), Mr. Flaten proposed to increase the rates of pay for teachers to complete work outside of their regular contract (with prior approval).

The proposed increases are broken down into three areas: stipend related opportunities, summer school pay, and special project pay up to 20 hours for target based alignment work. The purpose is to pay our teachers differently to utilize some of the ESSER II funds to raise the bar for our staff and to show appreciation by offering a higher pay rate for the upcoming summer months. This would entail shifting stipend payments and special project pay to a \$35 per hour pay rate, and participation in the Waupaca FIRST Institute would increase \$250. All of these increases would be just for this summer (approximately June 10 through August 26, 2021) and the rates will be brought back to the Board prior to November 1 for review. During the gap time of August 27 – November 1, 2021, we will return back to the original pay rates/stipends.

There was some concern raised that this should have been brought before the Finance Committee prior to it coming before the Personnel Committee. Committee member Patrick Phair requested that a Finance Committee meeting to approve the use of these ESSER II funds be scheduled prior

to the April 13th regular Board meeting. Mr. Flaten responded that he felt he was responsible to get this information out as soon as possible to staff so they can plan accordingly rather than wait for Director of Business Carl Hayek's budget report regarding the ESSER II funds. Mr. Hayek added that these are federal dollars so there are restrictions on their use, and that we won't have access to look at this information until about April 14 or 15. A budget relating to these ESSER II funds will be coming to the Finance Committee in late April/May, but right now we are just trying to get this moving along for staff.

Committee Chairperson Betty Manion and several other Board members agreed that this should be brought forward as soon as possible, and let Administration bring the information to the Finance Committee as to how the ESSER II dollars will be spent when they are ready. Board member Sandra Robinson, who is also the Chairperson of the Finance Committee, added that she felt comfortable that the Administration worked together to support this proposal through the Personnel Committee, it is time sensitive and that it is important to do this at this time.

It was pointed out that these funds are available only to those teachers who are participating in these activities. So a question was raised as to what we are doing for those teachers who are not participating. Mr. Saari advised that because there are restrictions on the use of ESSER II program funds, more information will be coming out in Mr. Hayek's budget presentation. It was also mentioned that we need to look at sustainability as to how funds are used under ESSER II as these funds do not go on forever.

A motion was made by Steve Hackett and seconded by Patrick Phair to make a recommendation to the full Board at the next regular Board meeting to approve the Professional Development Stipend Guidelines as presented. The motion carried unanimously on a voice vote.

Adjournment:

A motion was made by Steve Hackett and seconded by Patrick Phair to adjourn the meeting at 12:42 p.m. The motion carried unanimously on a voice vote.