



Respectful, Responsible, Safe & Prepared

**JOINT SCHOOL BOARD-GOVERNANCE COUNCIL
CHARTER SCHOOL CONTRACT COMMITTEE MEETING MINUTES
July 27, 2023 – 1:00 p.m.
Waupaca High School Community Room and [Live Stream](#)**

Welcome and Call to Order:

The meeting was called to order by Committee Chairperson Dale Feldt at 12:59 p.m.

Roll Call:

Present in the WHS Community Room: Chairperson Dale Feldt and Committee members Betty Manion, Steve Klismet, Sandy Robinson, and Autumn Beese.

Excused: Committee members Megan Sanders and Becky Lange.

Also Present:

Present in the WHS Community Room: Ron Saari, Mark Flaten, Sandy Lucas, Carrie Naparalla, Laurie Schmidt, and Steve Thomaschefskey.

Approval of Agenda:

A motion was made by Steve Klismet and seconded by Betty Manion to approve the agenda as presented. The motion carried unanimously on a voice vote.

Review of Committee Meeting Norms and Commitments:

The Committee reviewed their collective norms and commitments.

Review and Revise Draft Multi-Year Contract:

Section 3.6a:

Committee Chairperson Dale Feldt advised that they need to finish up the wording in this section regarding who can serve on the CECGC, and he shared what Administration drafted. It was clarified that SDW substitutes not working at the CEC and employees on the activity schedule are acceptable to be on the GC. The Committee agreed with the revised wording so the highlighting was removed.

Section 3.6c:

First Paragraph: The Committee agreed to delete the stricken language as indicated.

Numbers 1-14: Chairperson Feldt advised that Administration compared the GC's language with the WRCCS model contract and created this list.

Section 3.6c, Paragraph #2:

Administration suggested revising this from "school calendar" to "daily schedule", because while the District is going to have a daily schedule, CEC can develop their own daily schedule.

Director of Teaching and Learning Mark Flaten added that we need to trust the CEC

Administrator to develop the schedule and to run the building as needed which then provides autonomy. However, parents do make plans per the SDW calendar. CEC Administrator Carrie

Naparalla advised that they will let parents know well in advance of any scheduling changes, along with letting the District know.

Mr. Flaten reiterated that we have to be careful to not create “the haves and have nots” scenario between SDW non CEC staff vs. SDW CEC staff, so the professional development that would be scheduled in place of having a regular school day has to be related to the uniqueness of CEC. However, Mrs. Robinson argued that perhaps it would be a coach/speaker for a particular need CEC has (ex. to increase science scores). But Mr. Flaten inquired as to what the parameters would be for scheduling this professional development, as well as the costs and equity across the District. Mr. Feldt suggested that because many people have the perception that CEC is an elite school, professional development should happen during SDW PLC time. However, Ms. Naparalla advised she would discuss with Mr. Flaten and advise the other building principals to see if it would be something their staff may be interested in attending as well.

In the end the Committee agreed to make the change to paragraph #2.

Section 3.6c, Paragraph #9:

Mrs. Robinson commented that she did not find the benchmark for this; however, Mr. Feldt advised that it is there (ex. relating to the Suzuki contract). The Committee agreed to make the revisions to this paragraph as indicated.

Section 3.6c, Paragraph #12:

Chairperson Feldt advised that the SDW runs all buildings and grounds so if something is going to change with CEC’s property, it should follow Board Policy 7415, and he then reviewed the policy with the Committee. Mrs. Robinson added that (for example) if CEC Inc. was going to purchase property, they would have a discussion regarding how it would impact the District, students, and CEC Inc. Mr. Flaten advised that is why the language that the acquisition be in alignment with SDW policy was added – to be sure that those discussions take place.

Mrs. Robinson argued that she does not believe it needs to be there because the GC has never acted outside of SDW policy. However, it was noted that this is just a reference for parents/the public, and that this policy was not in existence when some of the things were added to CEC property in the past. The Committee agreed to accept paragraph #12, including the reference to the SDW Board policy.

With the Committee’s agreement with all of the revisions made in Section 3.6, and that anyone can go back and see the version history of the changes, it agreed to delete all of the stricken language in Article 4 of the GC’s redline version of the contract.

Section 3.7:

The Committee reviewed Administration’s revisions to this Section which blended Article V of the GC’s redline version of the contract with WRCCS Section 3.7 (directly copied from page 8 of the WRCCS model contract). In addition, it was noted that the term “teachers” needed to be changed to “advisors” throughout. Mrs. Robinson agreed with the changes but will need to discuss them with the GC more thoroughly. Also that the WRCCS model contract only meets the minimum benchmark requirements. She was advised that is why they are using that language along with the GC’s redline version. Mr. Feldt also added that the GC should not be involved with the hiring of staff, as that should be determined by the administrator who then brings it before the GC and then the SDW Board of Education.

Section 3.7c:

Mr. Flaten advised that while “specials” positions are assigned, advisors are not assigned and must apply for the position. If there is a request for a change in assignment because of an open

position, if it is within the building, it can just be a transfer; however, if it is between buildings, it is an application and interview process. In any event, conversations are had with Mr. Flaten, Director of Student Services Laurie Schmidt, and Ms. Naparalla. Mrs. Robinson thought that perhaps some of the language may have been included to protect against bumping because of past contractual language, and that it is already part of their policies and procedures so it may not be needed. However, Mr. Flaten wanted to keep the language as is, and the Committee agreed.

The Committee agreed to then delete Section 5.1 of the GC's redline version as it is now incorporated in Section 3.7, paragraphs a-c.

Section 3.7d:

Administration again blended the WRCCS section with Sections 5.2 and 5.3 of the GC's redline version regarding the hiring process, and separated it out into two subparagraphs – one for the hiring of staff and one for the hiring of an administrator. Mr. Feldt pointed out that Ms. Naparalla is already following this process.

Mr. Flaten advised that he is not going to spell out the referenced SDW Hiring Checklist that is used for hiring advisors as well as a similar process used for hiring an administrator. Mrs. Robinson pointed out that it is necessary for the GC to be involved in the hiring of an administrator. In reviewing the Hiring Checklist, Mrs. Robinson advised that she did not feel all of these categories applied and was uncomfortable with the checklist. Administration advised that this is not a policy, it is a procedure used for consistency and transparency when hiring, and helps to ensure that everyone is treated the same. Ms. Naparalla advised that she currently uses this checklist and further explained the process.

Mrs. Robinson pointed out that there is legislation regarding a charter school having flexibility in terms of licensing of advisors; however, Mr. Saari advised that this checklist is just a best practice and allows for exceptions/flexibility.

Administration explained the SDW Hiring Checklist in detail, adding that the checklist includes templates and recommendations but it is just a guideline to make it more efficient for administrators and is a great resource, especially for new administrators. Mr. Flaten added that it is important that we keep people and, therefore, we want a consistent hiring practice. Ms. Naparalla added that her questions during interviews are different but the checklist provides a detailed process so she knows what is needed to get a new hire before the GC and eventually before the SDW Board of Education. Much discussion then continued regarding the SDW Hiring Checklist.

Mrs. Robinson requested more time to review the language in paragraphs d.1, d.2, and d.3/Sections 5.2 and 5.3, along with the SDW Hiring Checklist, and therefore does not want to delete Section 5.2 at this time.

Next Meeting:

Chairperson Feldt advised the Committee that it will start with Section 3.7.d.1 at the next meeting and will review Section 5.3 regarding the hiring of an administrator.

Because the meeting scheduled for August 24th is the same day as the new teacher luncheon, the Committee decided to keep it the same date but change the start time to 1:15 p.m.

Adjournment:

A motion was made by Steve Klismet and seconded by Betty Manion to adjourn the meeting at 2:25 p.m. The motion carried unanimously on a voice vote.