



BOARD OF EDUCATION NORMS

Our norms are meant to guide our work and keep us focused. These norms are in alignment with our Board Governance Policies; District Vision, Mission, Philosophy, and Values. We will begin each meeting reminding ourselves and our guests of our working commitments.

1. Check our biases and agendas at the door; we will thoughtfully and objectively discuss the facts of the situation and not personalize issues or policies
2. Follow the Waupaca Way – be prepared and stay informed; responsible; respectful; and safe
3. Ensure open, clear and correct communications, and maintain transparency – avoid surprises
4. Maintaining professional relationships is key – know and respect the roles and responsibilities of the Board (governing), administration (tactical), and staff (operational)
5. Start on time and follow the agenda
6. Board decisions are based on our commitment to excellence in education, our mission and our values; when a Board decision is made, we accept and abide by the decision both publicly and privately – we accomplish more as a team
7. Honor and protect the expectation of confidentiality of all topics addressed, and discussions held, in closed sessions

SCHOOL BOARD MEETING AGENDA

Tuesday, January 10, 2023 – 5:30 p.m.

Waupaca High School Community Room

Live Stream: <https://youtu.be/N80G7DOuO94>

"This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public hearing. There may be a time for public comment during the meeting as indicated in the agenda." (See [Board Policy 0166](#))

- I. President's Comments and Pledge of Allegiance
- II. Call to Order
- III. Roll Call
- IV. Approval of Agenda
- V. Public Comment (see [Board Policy 0167.3](#))
- VI. [Review of Board Meeting Norms](#)
- VII. Consent Agenda
 - A. Approval of Minutes
 1. [December 12, 2022, Policy Committee Meeting](#)
 2. [December 13, 2022, Regular Board Meeting](#)
 3. [January 3, 2023, Joint Building and Grounds Committee and Community Safety Committee Meeting](#)
 - B. Financial Reports
 1. [Understanding School District Financial Statements](#)
 2. [Accounts Payable](#)
 3. [Cash Receipts](#)

- C. Personnel
 - 1. Retirements
 - a. [Theresa Beder – WMS Ed. Asst.-Spec. Ed.](#)
 - 2. Resignations
 - a. [Trevor Leopold - Director of Co-Curricular Activities/Athletics](#)
 - b. [Michele Miller - WMS Ed. Asst.-Spec. Ed.](#)
 - 3. Hires - 2022-2023 School Year
 - a. [Amy Severson - WHS Custodian](#)
 - b. [Patty Olson - WLC Custodian](#)
 - 4. Transfers/Changes – 2022-2023 School Year
 - a. [ReBecca Lewis-Clifton – CEC Curriculum Infusion Coordinator/Ed. Asst.-Spec. Ed. to CEC Health Aide](#)
 - 5. Extra Curricular Coaches and Advisors – 2022-2023 School Year
 - a. WHS Volunteer Coaching Positions:
 - (1) Johnathan Schmidt - Wrestling
 - b. WHS Volunteer Advisor Positions:
 - (1) Craig Gadzinski - Chess
 - c. WMS Advisor Positions:
 - (1) Jeremy Reedy – Chess
 - 6. Salary Step Changes
 - a. [Devon Feldt - 7M to 7M6](#)
 - b. [Alan Konda - 11M to 11M6](#)
 - c. [Brian Kurszewski – 13M12 to 13M18](#)
 - d. [Kerry Lueders – 22M28 to 22M30](#)
 - e. [Jennifer Miller – 5B6 to 5B12](#)
 - f. [Amanda Nelson - 10B6 to 10B12](#)
 - g. [Catherine Seifert – 12M18 to 12M24](#)
 - h. [Hannah Whipple – 3B18 to 3B24](#)
 - i. [Jessica Witkowski – 7B to 7B6](#)
- VIII. Communications
 - A. Adult Crossing Guard Week (January 9-13)
 - B. District Administrator’s Report
- IX. Monitoring
 - A. Financial Audit
 - 1. [SDW Annual Financial Report](#)
 - 2. [CEC Financial Statements](#)
 - B. [Budget Update/Review, including Grants](#)
 - C. [Food Service Update](#)
- X. Administration
 - A. [Rural Virtual Academy Continuation](#)
 - 1. [Moving from Affiliated to Invested District Status with RVA](#)
 - B. [Open Enrollment Limits](#)
- XI. Board Reports
 - A. Student Representative Report
 - B. School Visits or Other Board Reports
 - C. Upcoming Meetings and Other Activities
 - 1. [January 11, 2023 - Expulsion Hearing - 4:30 p.m.](#)
 - 2. [January 16, 2023 - Board Retreat - 5:30 p.m.](#)
 - 3. [January 17-20, 2023 – WASB Wisconsin State Education Convention](#)
 - 4. [January 24 25, 2023 – Personnel Committee Meeting – 5:30 p.m.](#)
 - 5. [February 14, 2023 – Regular Board Meeting – 5:30 p.m.](#)

- D. Spring Election Candidates:
 - Molly McDonald (I)
 - Bob Adams
 - Lori Chestnut
- E. Policy Committee
 - 1. Recommendation to Delete NEOLA Policies [3170](#) and [4170](#) Substance Abuse
 - 2. Recommendation to Approve and Adopt New NEOLA Policy [8740](#) Protection of District Funds
 - 3. Recommendation to Approve the Following Updated/Revised NEOLA Policies:
 - Policy [0100](#) Definitions
 - Policy [0144.3](#) Conflict of Interest
 - Policy [0161](#) Parliamentary Authority
 - Policy [0167.3](#) Public Comment at Board Meetings
 - Policies [3120.04](#) / [4120.04](#) Employment of Substitutes
 - Policies [3425](#) / [4425](#) Benefits
 - Policy [4120.10](#) Job Sharing
 - Policy [4161](#) Unrequested Leaves of Absence/Fitness for Duty
 - Policy [5112](#) Entrance Age – Admission to Kindergarten and First Grade
 - Policy [5540](#) The Schools and Law Enforcement
 - Policy [5880](#) Public Performances by Students
 - Policy [6114](#) Cost Principles – Spending Federal Funds
 - Policy [6146](#) Post Issuance Tax-Exempt Bond Compliance
 - Policy [9700.01](#) Advertising and Commercial Activities
 - 4. Recommendation to Approve and Adopt New Policy [0176](#) School Visits By Board Members (*as revised*)
- F. [Building and Grounds Committee](#)
 - 1. Recommendation to Approve the Schematic Architectural Designs as Presented by PRA Architects for the Point of Entry Safety Renovations and Remodeling in Our Four School Buildings
 - 2. Recommendation to Authorize Administration to Complete with PRA Architects All Detailed Design Decision-Making, and Approval of the Core Team Schematic Design for Sign-Off
 - 3. Recommendation to Authorize Administration and PRA Architects to Implement, Direct, and Approve All Awards of All Bids Following Legal Construction Bidding Process Government Accounting Practices

XII. Adjournment

End Notes: The times listed on the agenda are approximate and subject to change. Questions regarding agenda items may be directed to the Committee Chairperson identified below.

* The Board utilizes a “Consent Agenda” to approve decisions the Board has already determined to be within the domain of the District Administrator. As such, the Consent Agenda may be approved by a single motion without discussion. Only the Board as a whole may remove an item for separate Board action. *Board Policy I.I.*

Committee Chairperson and Phone Numbers

Board President – Stephen Johnson – 715-258-9530	Building & Grounds – Steve Klismet – 715-281-8951
Finance – Dale Feldt – 715-227-1984	Policy – Ron Brooks – 920-636-8991
Personnel – Betty Manion – 715-572-3362	Instructional – Molly McDonald – 715-281-7828
Student Services – Patrick Phair – 715-340-3895	

Upon request to the District Office, submitted twenty-four (24) hours in advance, the District shall make reasonable accommodation including the provision of informational material in an alternative format as necessary for a disabled person to be able to attend and participate in a meeting or activity. At least twenty-four (24) hours advance notice of the need for accommodation is appreciated.

If anyone has any questions or concerns, please contact Sandy Lucas, Administrative Assistant to the Superintendent, at slucas@waupacaschools.org, or by phone at (715) 258-4121, ext. 6011.