



**Monday, January 11, 2021
Board of Education Meeting**

**APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING**

All members will be participating from remote locations

Time: 6:00 PM

***A live stream of this meeting will be available on the Appleton Area School District YouTube Channel:**

<https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw>

***For remote attendance via telephone, please dial:**

1-312-626-6799

Meeting ID: 982 8336 0172

1. VIRTUAL MEETING NOTICE

Subject **A. This meeting will be conducted as a virtual meeting due to the active COVID-19 public health emergency situation, meaning that multiple Board members may be participating in the meeting from remote locations through the use of communications technology and/or that public access to the meeting may be arranged through the use of technology. The District discourages the public and/or media from attending the meeting in person at its noticed location due to concerns with health and safety and encourages use of the alternative method(s) of access that the District is providing.**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Subject **B. Members of the media or general public may access the meeting via the live stream broadcast on the Appleton Area School District YouTube Channel: <https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw>. For remote attendance via telephone, please dial: 1-312-626-6799 Meeting ID: 982 8336 0172**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Subject **C. Any special needs or any requests for accommodations related to accessing the meeting should be sent to Clara Kopplinger, at kopplingerclar@aad.k12.wi.us or (920) 832-6126, at least 24-hours in advance of the meeting. This would include any person for whom it would be burdensome or infeasible to use the primary method(s) of remote access established by the District.**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Subject **D. With respect to the gravity of the current public health emergency, we have made every effort to streamline this meeting as much as possible while still focusing on items that are essential to the current and future operations of the District. As such, there will be no opportunity for live public comments this evening.**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Subject **E. Any comment you wish to have considered by the Board in conjunction with this meeting must be submitted in writing no later than 3:00 PM on the day of the meeting to Clara Kopplinger at kopplingerclar@aasd.k12.wi.us (preferred) or mailed to 131 E. Washington Street, Suite 1A, Appleton, WI, 54911. **If you wish to have your comment included as public input, please clearly indicate PUBLIC COMMENT in the subject line of the email or in the body of the letter.****

Meeting Jan 11, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Please send all written communication related to the meeting to: kopplingerclar@aasd.k12.wi.us
Please include "Public Comment" in the email subject line.

Subject **F. All written comments submitted by the deadline will be distributed to all members of the Board prior to the meeting, as outlined in Policy 189 - Virtual Board Meetings in Emergency Situations. We appreciate your understanding during this unprecedented time.**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

2. Meeting Opening

Subject **A. Roll Call**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 2. Meeting Opening

Type Procedural

Subject	B. Pledge of Allegiance
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	2. Meeting Opening
Type	Procedural

3. Approval of Minutes & Agenda

Subject	A. Board Meeting Minutes from December 14, 2020
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	3. Approval of Minutes & Agenda
Type	Action, Minutes
Recommended Action	Motion to approve the Board Meeting Minutes
Minutes	View Minutes for Dec 14, 2020 - Board of Education Meeting

Minutes aren't official until they are approved at the Board meeting.

Motion & Voting

Motion to approve the following Meeting Minutes:
A-B

Motion by Barry O'Connor, second by Gary Jahnke.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

Subject	B. Special Board Meeting Minutes from January 4, 2021
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	3. Approval of Minutes & Agenda
Type	Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

Subject	C. Approval of Agenda
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	3. Approval of Minutes & Agenda
Type	Action
Recommended Action	Motion to approve the Board Agenda

Motion & Voting

Motion to approve the Board Agenda as written.

Motion by James Bowman, second by Kristine Sauter.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

4. Closed Session

Subject **A. The Board of Education will entertain a motion to convene in closed session, pursuant to s. 19.85(1)(f) and under the attorney-client privilege to review and discuss social or personal histories and/or specific charges concerning specific persons with legal counsel.**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 4. Closed Session

Type Action

Motion & Voting

Motion to adjourn to closed session, pursuant to s. 19.85(1)(f) and under the attorney-client privilege.
Motion carried and the meeting moved to closed session at 6:06 PM.

Motion by Gary Jahnke, second by Deborah Truymen.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

Subject **B. Following the closed session, the Board will entertain a motion to reconvene into open session. Once the Board has returned to open session, the Board may conduct further review and/or have further discussion concerning the histories and/or charges reviewed and discussed in closed session and may (1) take further, supplemental action concerning a prior Board appointment to fill a vacancy on the Board, or (2) take no further action.**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 4. Closed Session

Type Action

Motion & Voting

Motion to reconvene in open session.
Motion carried at 8:57 PM and the meeting resumed in open session at 9:05 PM.

Motion by James Bowman, second by Kristine Sauter.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

5. Board Business

Subject **A. Potential Discussion and/or Action Regarding a Prior Board Appointment to Fill a Vacancy**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 5. Board Business

Type Action, Discussion, Information, Procedural

Names of School Board Candidates will be drawn to determine the ballot order for the April 6, 2021 AASD School Board Member Election.

Subject	B. WASB Resolutions
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	5. Board Business
Type	Discussion, Information

File Attachments Report-To-The-Membership-On-Proposed-2021-Resolutions-Corrected.pdf (113 KB)
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6. Reports

Subject	A. Public Input Communications: Board President Kay Eggert will summarize communications that were received as public input for this meeting.
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	6. Reports
Type	Comment

Subject	B. Superintendent's Report: Dr. Baseman and members of the Leadership Team will provide a brief report on current matters affecting education and related District initiatives.
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	6. Reports
Type	Information, Report

Subject	C. Safe and Resilient Return Report: Safety updates related to the return of students in January.
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	6. Reports
Type	Information, Report

Subject	D. Business Services Report: Cenergistic, our Energy Management Partner; Possible Lease of Additional Space Adjacent to our Welcome Center; Anticipated Cost of Compensation Increases
Meeting	Jan 11, 2021 - Board of Education Meeting
Category	6. Reports
Type	Information, Report

Subject

E. Personnel Services Report: Compensation for the following groups/Individuals within said groups: Professional Educators, Administrators, Administrative Support, Maintenance, Secretaries and Paraprofessionals

Meeting Jan 11, 2021 - Board of Education Meeting

Category 6. Reports

Type Information, Report

7. School Services/Student Services Action Items - None

8. Business Services Action Items

Subject A. Resolution Authorizing the Issuance and Sale of \$4,585,000 General Obligation Refunding Bonds

Meeting Jan 11, 2021 - Board of Education Meeting

Category 8. Business Services Action Items

Type Action

Recommended Recommend Approval
Action

Recommend approval of Resolution

File Attachments

[IFC - Resolution Authorizing the Issuance and Sale of \\$4,585,000 General Obligation Refunding Bonds.pdf \(406 KB\)](#)

Motion & Voting

Motion to approve the Resolution Authorizing the Issuance and Sale of \$4,585,000 General Obligation Refunding Bonds.

Motion by James Bowman, second by Kristine Sauter.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

Subject B. 2020-2021 Grants

Meeting Jan 11, 2021 - Board of Education Meeting

Category 8. Business Services Action Items

Type Action

Recommended Recommend Grant Approval
Action

Grants and supporting documentation for 2020-2021 Grants.

File Attachments

[2020-2021 Grants 1-11-2021.pdf \(552 KB\)](#)
[Grant Supporting Documentation 1-11-21 \(1\).pdf \(713 KB\)](#)
[Grant Supporting Documentation 1-11-2021\(2\).pdf \(2,326 KB\)](#)

Motion & Voting

Motion to approve the following Business Services Items:
B-C

Motion by James Bowman, second by Deborah Truyma.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truyma, Gary Jahnke, Kristine Sauter

Subject	C. AP Check Register for December 2020
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Meeting	Jan 11, 2021 - Board of Education Meeting
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Category	8. Business Services Action Items
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Type	Action
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Recommend approval for December 2020 AP Check Register.

9. Personnel Services Action Items

Subject	A. Professional Educator New Hires
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Meeting	Jan 11, 2021 - Board of Education Meeting
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Category	9. Personnel Services Action Items
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Type	Action
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Recommended Action	Approval
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File Attachments

IFC Professional Educator New Hires 1-11-21.pdf (20 KB)

Motion & Voting

Motion to approve the following Personnel Services Items:
A-C

Motion by Gary Jahnke, second by James Bowman.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truyma, Gary Jahnke, Kristine Sauter

Subject	B. Professional Educator Contract Changes
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Meeting	Jan 11, 2021 - Board of Education Meeting
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Category	9. Personnel Services Action Items
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Type	Action
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File Attachments

IFC Professional Educator Contract Changes 1-11-21.pdf (15 KB)
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Subject C. Professional Educator Resignations

Meeting Jan 11, 2021 - Board of Education Meeting

Category 9. Personnel Services Action Items

Type Action

File Attachments

[IFC Professional Educator Resignations 1-11-21.pdf \(9 KB\)](#)

Subject D. Compensation Increase 2020-21 (Admin, ASU, Secretary, Maintenance)

Meeting Jan 11, 2021 - Board of Education Meeting

Category 9. Personnel Services Action Items

Type Action

Recommended Approval
Action

File Attachments

[IFC-Compensation Increase 2020-21 \(Admn ASU Sec Maint\).pdf \(82 KB\)](#)

Motion & Voting

Motion to approve the following Personnel Services Items:
D-F

Motion by Gary Jahnke, second by Deborah Truymen.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

Subject E. Compensation Increase 2020-21 (Paraprofessionals)

Meeting Jan 11, 2021 - Board of Education Meeting

Category 9. Personnel Services Action Items

Type Action

File Attachments

[IFC-Compensation Increase 2020-21 \(Paraprofessionals\).pdf \(476 KB\)](#)

Subject F. Professional Educator Settlement 2020-21

Meeting Jan 11, 2021 - Board of Education Meeting

Category 9. Personnel Services Action Items

Type Action

File Attachments

10. Items of Information - None

11. Future Meetings

Subject **A. CANCELLED Policy Review Committee Meeting: Tuesday, January 12, 2021, 8:30 AM, Remote**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type

Subject **B. Programs and Services Committee Meeting: Thursday, January 14, 2021, 7:45 AM, Remote**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type Information

Subject **C. Next Board Meeting: Monday, January 25, 2021, 6:00 PM, Remote**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type Information

Subject **D. Business Services Committee Meeting: Tuesday, January 26, 2021, 7:30 AM, Remote**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type Information

Subject **E. Personnel Services Committee Meeting: Tuesday, January 26, 2021, 9:00 AM, Remote**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type Information

12. Adjourn

Subject **A. Motion to Adjourn the Meeting**

Meeting Jan 11, 2021 - Board of Education Meeting

Category 12. Adjourn

Type Action, Procedural

Motion & Voting

Motion to adjourn the meeting at 10:43 PM.

Motion by Barry O'Connor, second by Kristine Sauter.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter

1 **WISCONSIN ASSOCIATION OF SCHOOL BOARDS, INC.**

2 Madison, Wisconsin

3 November 18, 2020

4
5 **REPORT TO THE MEMBERSHIP ON PROPOSED 2021 RESOLUTIONS**

6 WASB Policy & Resolutions Committee

7 Sue Todey, Sevastopol School Board, Chair

8
9
10 ***Resolution 21-01: One-Cent Sales Tax for School Infrastructure, Technology and Tax Relief***

11
12 **Create:** The WASB supports the implementation of a new statewide one-cent (one percent) sales
13 tax to help public school districts build, maintain, and upgrade facilities, upgrade district
14 technology infrastructure, software, and teacher training related to technology and help lower
15 property taxes for Wisconsin taxpayers. District electors would need to approve a one-time
16 revenue purpose statement before these sales tax funds could be expended and funding from the
17 sales tax could not be spent on supplies, hiring additional staff or employee salaries and benefits.

18
19 This one-cent sales tax is intended to provide equitable, designated funding for all public schools
20 and all students, distributed on a per-student basis, as a new, ongoing revenue stream for the
21 stated purposes and should not be used by the legislature to replace existing state revenues or for
22 other purposes. This tax should remain in place for a long enough period of time to enable schools
23 to borrow (issue bonds) against this revenue stream.

24
25 **Rationale:** Existing WASB resolutions support “new state revenues, including sales and income
26 taxes, and proposals to broaden the base of state tax programs in order to provide state revenues
27 to school districts consistent with WASB policies” as well as, “developing a well-balanced tax
28 system that lowers Wisconsin's heavy reliance on ... property taxes while properly funding
29 existing mandates.”

30
31 This resolution endorses a specific approach to augment those general statements. Supporters of
32 this resolution argue that providing revenue to schools through a sales tax increase has the
33 benefits of reducing the dependency on the property tax and including out-of-state visitors in
34 sharing in the cost through sales tax collections attributable to tourism. Other states, including the
35 neighboring states of Iowa and Illinois, have implemented “one-cent sales tax for schools”
36 programs. Supporters argue local communities in those states are using the funding based on
37 their unique facility/infrastructure needs and that it allows school boards in those states to create
38 more reliable long-term plans and budgets. Local school boards oversee facility planning, with
39 local community approval of the broad purposes and uses of the funding stream sought by this
40 resolution.

1 **Resolution 21-02: *Broadband Access***

2
3 **Create:** The WASB supports legislation to expand affordable, reliable, quality broadband access
4 for all Wisconsin communities, including funding for school districts to ensure broadband access
5 and devices for students and staff in their schools, school districts, and communities.
6

7 The WASB also supports expanding federal funding for school technology provided through the
8 E-Rate program as well as loosening restrictions on the use of E-Rate funding that limit
9 permissible expenditures of such funds to items on or pertaining to school premises.
10

11 **Rationale:** The experience of school closures last spring laid bare significant inequities in
12 students' ability to access to broadband internet connections in their homes and outside of
13 classrooms. A survey of Wisconsin school districts released in June 2020 by the Wisconsin
14 Educational Media & Technology Association (WEMTA) reported that 64 percent of Wisconsin
15 school districts said parts of their district lack broadband or cellular access, and 37 percent said
16 they were unable to provide hotspots or Wi-fi cards. Sluggish DSL connections, inadequate data
17 caps, and connections that slow even further so customers don't exceed their data cap hamper
18 students' ability to work away from school and receive an equitable education that is on a par
19 with that received by their peers in areas where quality broadband is readily available. This
20 resolution supports efforts to increase broadband access and address the so-called "homework
21 gap" at both the state and federal levels.
22
23

24 **Resolution 21-03: *Enrollment Hold Harmless***

25
26 **Create:** The WASB supports legislation to create a hold harmless exemption in district
27 membership calculations used for revenue limits and per pupil categorical aid to mitigate the
28 effects of enrollment fluctuations caused by extraordinary public health emergencies or other
29 disasters or emergencies that disrupt large portions of the state. This statutory exemption would
30 be authorized by the DPI upon consultation with state and local leaders.
31

32 **Rationale:** Student counts on the third Friday in September, the second Friday in January and in
33 summer school can significantly impact a school district's revenue limit, per pupil aid, and
34 general aid distribution. It is widely assumed that COVID-19 and its impacts have caused fall
35 2020-21 student counts to decrease, and in fact caused 2020 summer school enrollment to
36 decrease, leaving school districts to face negative fiscal consequences in 2020-21 and beyond.
37 The DPI cannot address this issue through the waiver process; a statutory change is required. This
38 resolution also recommends a triggering mechanism whereby the DPI would be authorized to
39 make statutorily approved adjustments or changes upon consultation with state and local leaders.
40
41

42 **Resolution 21-04: *Instruction on Indigenous Tribes (1989 Wisconsin Act 31)***

43
44 **Create:** The WASB calls upon the DPI to provide sufficient curricular resources and
45 professional development opportunities for teachers to assist all school districts in fulfilling the
46 requirements of 1989 Wisconsin Act 31, including initiatives that promote increased student
47 academic competency regarding 1989 Wisconsin Act 31.

1 **Rationale:** In the 1989-91 biennial budget bill (1989 Wisconsin Act 31), the Legislature enacted
2 a set of instructional mandates colloquially referred to as “Act 31” that generally require all public
3 school districts to provide instruction on the history, culture, and tribal sovereignty of
4 Wisconsin’s eleven federally-recognized American Indian nations and tribal communities. Some
5 argue that school districts are not meeting their Act 31 obligations. Current law does not require
6 data collection, tracking of compliance with Act 31 requirements, or evaluation of the efficacy of
7 the Act. Although the DPI and others (e.g., PBS Wisconsin) have made high-quality, standards-
8 aligned curricular resources related to Act 31 available, this resolution calls for further efforts to
9 provide resources and professional development opportunities and other initiatives aimed at
10 helping districts to meet Act 31 obligations.
11
12

13 **Resolution 21-05: *Special Education Flexibility to Address Emergencies***
14

15 **Create:** The WASB supports legislation that would grant state and federal flexibility for districts
16 in providing educational services, particularly special education services, to students during
17 school years disrupted by extraordinary public health emergencies or other emergencies that
18 affect large portions of the state or the nation. The primary goal of this flexibility should be to
19 enable schools to bring students to the level of achievement they would have been at had the
20 extraordinary emergency not occurred.
21

22 The WASB also supports efforts to relax certain federal financial requirements imposed on school
23 districts such as maintenance of effort requirements and proportionate share requirements that are
24 difficult or impossible to meet during periods when special education services are disrupted by
25 extraordinary public health emergencies or other emergencies that affect large portions of the
26 state or the nation. .
27

28 **Rationale:** When schools were ordered closed in the spring of 2020 due to the COVID-19
29 pandemic, special education services to many students with disabilities were disrupted. With
30 schools shut down for instruction, and with students not being transported to the extent they had
31 been prior to the pandemic, it was difficult to provide in-person services to many students with
32 disabilities. As a result, schools’ expenditures for many IEP related services may have decreased
33 due to factors beyond their control. Many students with IEP’s for whom in-person instruction
34 could not be provided last spring will likely need additional services to restore them to the
35 learning level they were at when schools shifted to virtual instruction. Strict enforcement of
36 maintenance of effort and proportionate share requirements could unfairly penalize school
37 districts for circumstances over which they had little control without benefitting students. Schools
38 should not face a “double whammy” of increased costs and reduced resources as they try to meet
39 the needs of students with disabilities.
40
41
42

1 **Resolution 21-06: Assessment and Report Card Waivers**

2
3 **Create:** The WASB supports that public school districts should continue to assess student growth
4 and performance using assessments and measures approved locally. However, the WASB also
5 supports legislation specifying that in any school year during which a public health emergency
6 (pandemic) or other disaster or emergency occurs that affects large portions of the state, state law
7 requiring assessments to be administered annually to pupils attending school in a public school
8 district, independent charter school, private choice school, or special needs scholarship program
9 school would not apply and the DPI would be prohibited from publishing school and school
10 district accountability reports in the following school year.

11
12 **Rationale:** State law imposes statutory requirements on the DPI to administer assessments and
13 issue school and district report cards based on the results of those assessments. These statutory
14 requirements may only be suspended by legislative action.

15
16 Administering assessments during a public health emergency such as a pandemic presents unique
17 challenges. One challenge is that test vendors or companies generally do not allow their tests to be
18 administered to students who are not physically present in school or another setting in which a
19 proctor is not present because of concerns over test security and data integrity. This presents
20 potential problems with so many students currently learning virtually or shifting between in-
21 person, hybrid, or virtual instruction due to health-related isolation or quarantine protocols due to
22 the current pandemic. Schools that are in virtual instruction mode during the testing windows
23 may not be able to administer the tests fairly or equitably to all students or may not be able to
24 administer the tests in a way that accommodates the concerns of test vendors.

25
26 The locally approved assessments referred to in the resolution are meant to augment state and
27 federally required assessments and can be administered multiple times during the school year.
28 Examples of locally approved assessments currently in use to assess student growth throughout
29 the year include tests such as the Star assessments and MAP assessments, among others.

30
31
32 **Resolution 21-07: Rehiring Retired Teachers and Staff**

33
34 **Repeal and Recreate Existing Resolution 4.37 as follows:** The WASB supports legislation to
35 remove any impediments to rehiring retired teachers and staff. Policies and standards for rehiring
36 retired staff should be set by each local school board.

37
38 **Rationale:** This resolution would substitute simplified language for the current language of a set
39 of existing WASB resolutions relating to impediments to rehiring retired teachers and staff,
40 including WRS pension and health insurance issues, and issues under the Affordable Care Act.

41
42 This resolution broadly authorizes the WASB to advocate for legislation removing impediments
43 to rehiring retired teachers and staff and enabling districts to have greater authority and flexibility
44 to rehire retired teachers and staff without identifying specific laws that need to be changed to
45 provide such authority. Rehiring retired employees can reduce a district's costs and provide the
46 district with employees who have experience and may have connections to students, other staff,
47 and the district.

1 **Resolution 21-08: *Superintendent Evaluations***

2
3 **Create:** The WASB supports confidential Superintendent evaluations to allow school districts to
4 continue to improve by providing a confidential framework for the leader of the district to
5 improve, therefore allowing or helping the district to improve. Disciplinary records are separate
6 and distinct from evaluations and would not be considered confidential under this resolution.
7

8 **Rationale:** Under current law, evaluations of a school principal that are part of educator
9 effectiveness are expressly required by statute to be kept confidential and are not subject to public
10 disclosure under the Public Records Law. By contrast, evaluations of a district's superintendent
11 are generally subject to public disclosure under the Public Records Law. Thus, under current law,
12 when a district receives a public records request asking for access to the performance evaluation
13 records of the district's superintendent, the records custodian (e.g., the school board) must apply a
14 balancing test (i.e., consider whether the public interest in confidentiality outweighs the public
15 interest in disclosure) to determine whether or not to grant access. Further, a district's
16 superintendent has the right to rebut or make corrections to the evaluation. This can potentially
17 be confusing to members of the public.
18

19 Proponents of this resolution argue that from a public policy standpoint, a board might be more
20 candid or more frank in its written evaluation of the district's superintendent if it knew that the
21 evaluation would remain confidential and would not be subject to release under a public records
22 request. Proponents also note that in private employment, it is rare for employees to be able to
23 obtain access to the evaluation records of their supervisors.
24
25

26 **Resolution 21-09: *Comprehensive School Safety Legislation***

27
28 **Repeal and recreate existing resolution 6.115 to read as follows:**

29
30 The WASB supports comprehensive school safety legislation, including:
31

- 32 a. New, permanent, and consistent funding that allows districts to enhance safety and
33 security by supporting one-time and ongoing costs, including, but not limited to:
34 i. Security improvements to infrastructure;
35 ii. Hiring SROs;
36 iii. Coordinating with community agencies;
37 iv. Training for staff and students about threats to safety, restorative practices,
38 de-escalation techniques and anti-bullying;
39 v. Mental health services;
40 vi. Equipping school crisis teams to react to threats; and
41
42 b. Allowing prosecutors to bring appropriate charges against any individual who
43 conveys a threat or false information concerning an attempt to injure or create
44 great bodily harm or threat of to a person on school property, school transportation,
45 or at a school event.
46

1 **Rationale:** This resolution would repeal and recreate existing resolution 6.115 to essentially
2 reorganize what is in the resolution already and make a number of wording changes. For
3 example, this resolution would substitute “New, permanent, and consistent funding” for the
4 existing “Allocating sufficient funds.” It also adds “coordinating with community agencies,”
5 “training for staff and students” and “restorative practices, de-escalation techniques and anti-
6 bullying” to the list of items for which school safety-related funds may be used and explicitly
7 calls for such funding to be used to “support ongoing costs.”
8
9

10 **Resolution 21-10: *School District Mascots, Logos and Imagery***

11

12 **Create:** The WASB encourages school boards and districts to identify imagery, practices or
13 processes that may create a school environment that is not safe and welcoming to all students,
14 regardless of their race, ancestry or ethnicity, and to initiate discussions at the district level that
15 would lead to the retirement of mascots, logos, imagery, practices or processes that may create a
16 hostile, divisive or unwelcoming school environment.
17

18 **Rationale:** Supporters of ending the use of race-based imagery, including school mascots and
19 logos, contend that such imagery interferes with learning by creating, supporting, and maintaining
20 oversimplified and inaccurate views of peoples and their cultures. They argue such imagery
21 teaches or encourages students to stereotype groups of people on the basis of race, ancestry, or
22 ethnicity. This, in turn, creates barriers to learning by making school an inhospitable place for
23 some children.
24

ITEM FOR CONSIDERATION

Topic:	Resolution Authorizing the Issuance and Sale of \$4,585,000 General Obligation Refunding Bonds
Background Information:	This resolution is an official action to authorize the issuance and sale of \$4,585,000 of General Obligation Bonds to refund a portion of a 2013 bond issuance. The 2013 bond issuance was a refunding of an original issuance from the successful 2005 Referendum for school building improvements. The decision to refund these bonds at this time is a direct result of the current interest rate environment.
Fiscal Note:	Estimated savings of \$123,944
Administrative Recommendation:	Approval
Instructional Impact:	NA
Contact:	Greg Hartjes, 997-1399 ext. 2029 Holly Burr, 997-1399 ext. 2034
Board Action:	January 11, 2021

ITEMS FOR CONSIDERATION

Topic:

2020-2021 Grants

Background Information:

The Appleton Area School District has been awarded various grants for the 20-21 fiscal year. The name and amount of each grant is listed below:

Fund 11

Peer-to-Peer Suicide Prevention Grant	\$ 1,000.00
Project Pre-Action	\$ 17,275.00
Refugee School Impact 2020-2021	\$ 11,100.00
Tesla Engineering Charter School Robotics League	\$ 5,000.00

Fund 21

Community 4K-Courageous Conversations in the 4K Classroom	\$ 1,714.32
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Fund 50

Fresh Fruit and Vegetable Grant	\$128,879.00
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Instructional Impact:

Peer-to-Peer Suicide Prevention Grant – The Department of Public Instruction has awarded the Appleton Area School District a grant in the amount of \$1,000. The focus is on training Wisconsin students to recognize the signs of suicide shown by fellow students. Peer-to-peer programs use messages of hope, health, and strength to develop peer leaders and resources for students who may be struggling.

Project Pre-Action – The Appleton Area School District has received continued funding of \$17,275 from the Outagamie County Department of Health and Human Services for Project Pre-Action for the period of January 1 – December 31, 2021.

Refugee School Impact Grant 2020-2021 – The Wisconsin Department of Children and Families has awarded the Appleton Area School District a Refugee School Impact Grant for 2020-2021 in the amount of \$11,100. The central goal of this grant is to assist newly arrived refugee children with improving their academic performance and social adjustment in schools providing relevant activities, support and services.

Tesla Engineering Charter School Robotics League – The Wisconsin Department of Public Instruction has awarded Tesla Engineering Charter School a grant in the amount of \$5,000. The funds will be used to facilitate participation in robotics competitions.

Community 4K-Courageous Conversations in the 4K Classroom-

The Appleton Education Foundation (AEF) has awarded the Appleton Area School District a grant in the amount of \$1714.32 approved from the *John Mielke and Sally Morey Mielke Education Fund and the AEF Fund*. The grant will be used to provide each 4K classroom with materials needed to enhance and strengthen conversation about race, equity and difference with our youngest learners.

Fresh Fruit and Vegetable Program – The Department of Public Instruction has awarded Part B of the Fresh Fruit and Vegetable Program funding in the amount of \$128,879 to the Appleton Area School District. These funds permit the purchase of allowable food, supplies and labor for the period of October, 2020 – June 2021.

Administrative
Recommendation:

Approval

Contact:

Greg Hartjes, 997-1399 ext. 2029

Board Action:

January 11, 2021

NOTIFICATION OF FEDERAL GRANT SUBAWARD

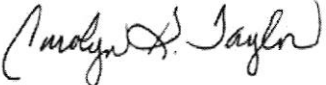
PI-1138 (Rev. 07-16)

General Subaward Information (2 CFR §200.331(a))

SUBAWARD INFORMATION

DPI Grant Name Fresh Fruit and Vegetable Program October - Public				
Subrecipient Information			Agency Code 440147	
Agency Name Appleton Area School District				
DUNS Name Appleton Area School District			DUNS No 106638786	
Amount of Federal Funds Obligated By This Action \$128,879.00		Total Amount of Federal Funds Obligated \$128,879.00 (12/14/2020)		Total Approved Cost Sharing or Matching \$0.00
DPI Contact Information		Email Address		Phone Area Code/No
Contact Name <i>First & Last</i> Claire Koenig		claire.koenig@dpi.wi.gov		(608) 266-3079
Team		DPI Grant Number		
School Nutrition Team		2021 - 440147 - DPI - FFVPOCTPUB - 376		
DPI Source Code 730	DPI Project Code 376	Research & Development Grant ☒ No ☐ Yes		
Subaward Date Mo/Day/Yr 12/14/2020	Subaward Period of Performance Start Date Mo/Day/Yr 10/1/2020		Indirect Rate Type ☒ Restricted ☐ Unrestricted	Subrecipient's Indirect Rate 5.38%
	End Date Mo/Day/Yr 6/30/2021			

APPROVAL SIGNATURES

Senior Grant Management Accountant, School Management Services Team Timothy Coulthart	Date Signed Mo./Day/Yr. 12/14/2020
Division Administrator Robert Soldner	Date Signed Mo./Day/Yr. 12/21/2020
State Superintendent 	Date Signed Mo./Day/Yr. 12/21/2020

RECIPIENT INFORMATION*Recipient Name, Mailing Address, City, State, Zip*

Appleton Area School District
122 E. College Ave. Suite 1A
Appleton, WI 549122019

ADDITIONAL SUBAWARD INFORMATION

Other information pertaining to the subrecipient

Badger EI \$18,040; Columbus EI \$7,933; Highlands EI \$29,167; Horizons EI \$16,077; Jefferson EI \$15,977; Lincoln EI \$16,887; McKinley EI \$24,798

FEDERAL AWARD INFORMATION

Federal Award Name Fresh Fruit and Vegetable Program		Name of Federal Agency USDA - Food and Nutrition Services
Federal Award Identification Number (FAIN) 212WI063L1603		Federal Award Date 11/17/2020
Current Total Federal Award Amount \$2,868,204.51		Expected Total Federal Amount \$2,868,205.00
CFDA Number 10.582	CFDA Name Fresh Fruit & Vegetable Program	CFDA Amount Made Available \$2,868,205.00

Federal Award Project Description

CNP GRANTS TO ST.FRUIT

10.582

Purchase of Services Contract

Purchaser and Provider Information

Purchaser:

Organization Name Outagamie County Department of Health and Human Services
Address 320 South Walnut Street, Appleton, WI 54911

Name of contact person Dr. Brian Bezier
Telephone (920) 832 - 5472
Fax (920) 832 - 5488
E-mail Brian.bezier@outagamie.org

Provider:

Organization Name **Appleton Area School District**
Address P.O. Box 2019

Name of contact person ~~Jane Bleier~~ **Polly Vanden Boogaard**
Telephone 920-997-1399 ext 2028
Fax 920-832-1725
E-mail bleierjane@aaasd.k12.wi.us

Provider's fiscal year end: June 30
Provider's Employer Identification Number: 39-6000710

Profit ☐ Non-Profit ☒

Contract Information

Contract Number: 44-21-204
Services to be provided: [detail is in "Services to be Provided" section] Project Pre-Action
Contract period: January 1, 2021 - December 31, 2021
Maximum payment under this contract: \$ 17,275.00



December 7, 2020

Judith Baseman
District Administrator
Appleton Area School District
P.O. Box 2019
Appleton, WI 54912-2019

Dear Ms. Baseman:

The Department of Public Instruction (DPI) has completed the 2020-21 Peer-to-Peer Suicide Prevention Grant proposals review. The status of your district's application is as follows:

<u>Project Name</u>	<u>Advisor Contact</u>	<u>Status</u>	<u>Amount</u>
Suicide Prevention	Julie Prudom	Funded	\$1,000

Your commitment and active participation are important to the success of working with suicide prevention with Wisconsin's students.

The End-of-Year Report and form PI-1086, fiscal claim form, must be returned to DPI at the completion of the project, no later than June 30, 2021. If you have questions about this notification, contact Brian Dean at brian.dean@dpi.wi.gov, (608) 266-9677, or Polly Tubbs at polly.tubbs@dpi.wi.gov, (608) 266-3459.

Thank you for your work in helping youth.

Sincerely,

Carolyn Stanford Taylor
State Superintendent

CST: ep

Attachment

cc: Julie Prudom, School Counselor, Appleton Area School District

III. BUDGET SUMMARY
To be Completed by District Business Office

Applicant Agency	Grant Period	Date Submitted
Appleton	Beg. 11/16/20	Initial Request
Project Number <i>For DPI Use Only</i>	End 6/30/21	11/16/20
AODA Mini Grant		First Revision
		Second Revision

Budget Revisions: Submit a copy of this page, with appropriate revisions included. (Attach this to a brief letter of justification.) **Note:** Submit request at least **30 days** prior to expenditure of grant monies.

WUFAR Function	WUFAR Object	Amount Requested	First Revision	Second Revision
Support Services—Pupil and Instructional Staff Services (in 210 000 and 220 000 Series) Support services are those which facilitate and enhance instructional or other components of the grant. This category includes staff development, supervision, and coordination of grant activities.	Purchased Services, e.g., transportation, etc. (300s)	\$0		
	Purchased Services, e.g., speaker/consultant fee cost (capped at \$800) (300s)	\$0		
	Non-Capital Objects, e.g., incentives (capped at 20% of total budget) (400s)			
	Non-Capital Objects, e.g., materials/supplies (400s)	\$1,000		
	Other Objects (e.g., fees) (900s)			
	TOTAL Support Services—Pupil/Instructional Staff Services	\$1,000	\$0	\$0

NOTIFICATION OF STATE GRANT AWARD

PI-1136 (Rev. 06-2020)

AWARD INFORMATION			
DPI Grant Name ⁽¹⁾ 2020-21 Peer-to-Peer; Suicide Prevention Grant			
Subrecipients Information Agency Name ⁽²⁾ Appleton Area School District			Agency Code ⁽³⁾ 440147
DUNS Name ⁽⁴⁾ Appleton Area School District			DUNS No. ⁽⁵⁾ 106638786
Amount of State Funds Obligated By This Action ⁽⁶⁾ \$ 1,000	Total Amount of State Funds Obligated ⁽⁷⁾ \$ 1,000		Total Approved Cost Sharing or Matching ⁽⁸⁾ \$ 0
DPI Contact Information			
Contact Name First & Last ⁽⁹⁾ Brian Dean	Email Address ⁽¹⁰⁾ brian.dean@dpi.wi.gov		Phone Area Code/No. ⁽¹¹⁾ 608-266-9677
Team ⁽¹²⁾ Student Services Prevention and Wellness	DPI Grant Number ⁽¹³⁾ DPI-246		
DPI Source Code ⁽¹⁴⁾ 630	DPI Project Code ⁽¹⁵⁾ 246	State ID ⁽¹⁶⁾ 255.246	
Subaward Date Mo./Day/Yr. ⁽¹⁷⁾ 11/17/2020	Subaward Period of Performance Start Date Mo./Day/Yr. ⁽¹⁸⁾ 11/16/2020 End Date Mo./Day/Yr. ⁽¹⁹⁾ 6/30/2021		Grant Authority ⁽²⁰⁾ 115.366
APPROVAL SIGNATURES			
Assistant Director, School Financial Services Team ➤ <i>Tim Coulthart</i>			Date Signed Mo./Day/Yr. 12/03/2020
Division Administrator ➤ <i>Blanca Laren</i>			Date Signed Mo./Day/Yr. 12/03/2020
State Superintendent ➤ <i>Carolyn S. Taylor</i>			Date Signed Mo./Day/Yr. 12/03/2020



Wisconsin Department of
Children and Families

Governor Tony Evers
Secretary Emilie Amundson
dcf.wisconsin.gov

CONTRACT RENEWAL

by and between

Wisconsin Department of Children and Families

and

Appleton Area School District

CONTRACT NO

437004-G20-0001505-R01-01

CFDA NO

93.566 Refugee Cash and Medical Assistance Program/
Refugee Social Services Program
Additional Federal Award Information

COMMODITY OR SERVICE DESCRIPTION

Refugee School Impact & Youth Mentoring Grants

PREVIOUS CONTRACT TERM(S)

01/01/2020 – 09/30/2020

RENEWED CONTRACT TERM

10/01/2020 – 09/30/2021

No more optional renewals

DCF CONTRACT ADMINISTRATOR

Benjamin York – (414) 270-4713
benjamin.york@wisconsin.gov

CONTRACT BILLING AND PAYMENT TERMS

SPARC expenses submitted monthly by the 23rd of
the month, paid the last business day of the month.

CONTACT INFORMATION

Appleton Area School District

Authorized Signatory

Greg Hartjes

hartjesgreg@aasd.k12.wi.us

Address

PO Box 2019

Appleton WI 54912

Phone

(920) 832-6161

Supplier Contract Admin

Amy Swick

swickamy@aasd.k12.wi.us

CC

Diane Wittman

wittmandiane@aasd.k12.wi.us

DUNS

106638786

Funding Information for Grants managed thru SPARC:

Contractor: Appleton Area School District		STAR Supplier ID: 0000071503	
Commodity or Service Description		SPARC Contract Code Number	Award Amount
Refugee School Impact Grant		7041	\$11,100.00
Refugee Youth Mentoring Grant		7051	\$0.00
Total Project Amount			\$11,100.00

All Funding allocations are subject to Federal and State budgetary changes.

PLEASE NOTE: There are changes to the language in the "Monitoring and Compliance Reviews" section of the contract.

NEW Language - Effective 07/01/2019

A. Monitoring

The Department will monitor the Contractor's general compliance and adherence to the terms of the Contract and the Scope of Service provisions. Monitoring may be conducted on a periodic basis or as otherwise determined by the Department. If performance monitoring reports are required, the Contractor shall submit an electronic copy of their performance monitoring report in the SPARC online portal within the allowable days determined by the monitoring plan contract terms.

This is a Renewal of an existing contract for the specific time period, funding, and terms defined. This Renewal is entered into by and between the State of Wisconsin Department of Children and Families and the Contractor listed above. Unless otherwise specified, ALL OTHER TERMS AND CONDITIONS OF THE ORIGINAL CONTRACT REMAIN IN FULL FORCE AND EFFECT. The Department and the Contractor acknowledge that they have read the Renewal and understand and agree to be bound by the terms and conditions.

This Renewal becomes null and void if the time between the earlier dated signature and the later dated signature exceeds sixty (60) calendar days, unless waived by the Department.

Signatures

DocuSigned by:
Greg Hartjes
5F4463EC368C44B...

Greg Hartjes
CFO

11/19/2020 | 5:42:05 AM MST

Date

DocuSigned by:
Connie Chesnik
3028684DC1E24CE...

Division Administrator
Department of Children and Families

Connie Chesnik

11/12/2020 | 9:50:05 AM CST

Date

Appleton Education
Foundation

Enhancing Educational Excellence Since 1997

December 7, 2020

Larissa Brown and Sue Davis
AASD-Appleton Community 4K
P.O. Box 2019
Appleton, WI 54912-2019

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President

Edward Ruffolo
Vice President

David Platt
Secretary

Abby Liebergen
Treasurer

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Julie Krause

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DIRECTORS**
Judy Baseman
Kay Eggert

Dear Larissa and Sue:

The Appleton Education Foundation's board of directors has reviewed your grant application for *Community 4K-Courageous Conversations in the 4K Classroom*. We are pleased to inform you that a grant has been approved from the John Mielke and Sally Morey Mielke Education Fund and the Appleton Education Foundation Fund as follows:

Grant Amount: \$1,714.32; has been forwarded to the AASD Business Office per district policy.
Grant Purpose: Provide each 4K classroom with materials needed to enhance and strengthen conversations about race, equity, and difference with our youngest learners.
Grant Start Date: December 1, 2020
Final Report Due: April 1, 2021

- **The funded program may be modified only with the Foundation's prior written approval.**
- Expenses charged to this grant may not be incurred prior to the start date or after the end date above.
- **The grantee shall return to the Foundation any unused funds at the grant end date.**

A final report is required as an additional condition of this grant. To complete, you may login to the AEF Grants Portal (apply.appletoneducationfoundation.org), click on Grant Applicant > My Awards. Open your proposal, click the Final Report link toward bottom of the page. The Foundation will send you a reminder with these instructions closer to the due date. Consideration for future funding from AEF is conditional upon receipt and acceptance of the final report.

For your publications and correspondence, please refer to this award as a grant from the Appleton Education Foundation. If you would like assistance in publicizing your project to the local media and/or if there are opportunities for the AEF to photograph your project in progress, please contact me at 832-1517 or jkrause@appletoneducationfoundation.org.

Thank you for your application and interest. We wish you every success as you implement this project.

Sincerely,



Julie Krause
Executive Director

CC: Suzette Preston, Diane Wittman

122 E. College Ave., Suite 1B | Appleton, WI 54911 | 920-832-1517 | 920-832-1301 Fax

www.appletoneducationfoundation.org

The Appleton Education Foundation Inc. is a supporting organization within the Community Foundation for the Fox Valley Region Inc.

NOTIFICATION OF STATE GRANT AWARD

PI-1136 (Rev. 06-2020)

AWARD INFORMATION			
DPI Grant Name ⁽¹⁾ Robotics League - Tesla Engineering Charter School			
Subrecipients Information Agency Name ⁽²⁾ Appleton Area School District			Agency Code ⁽³⁾ 440147
DUNS Name ⁽⁴⁾ Appleton Area School District			DUNS No. ⁽⁵⁾ 106638786
Amount of State Funds Obligated By This Action ⁽⁶⁾ \$ 5,000.00	Total Amount of State Funds Obligated ⁽⁷⁾ \$5,000.00		Total Approved Cost Sharing or Matching ⁽⁸⁾ \$ 5,000.00
DPI Contact Information			
Contact Name First & Last ⁽⁹⁾ Sharon Wendt	Email Address ⁽¹⁰⁾ Sharon.Wendt@dpi.wi.gov		Phone Area Code/No. ⁽¹¹⁾ 608-267-9251
Team ⁽¹²⁾ Career and Technical Education	DPI Grant Number ⁽¹³⁾ DPI-959		
DPI Source Code ⁽¹⁴⁾ 630	DPI Project Code ⁽¹⁵⁾ 575	State ID ⁽¹⁶⁾ 255.959	
Subaward Date Mo./Day/Yr. ⁽¹⁷⁾ 12/9/2020	Subaward Period of Performance Start Date Mo./Day/Yr. ⁽¹⁸⁾ 7/1/2020 End Date Mo./Day/Yr. ⁽¹⁹⁾ 6/30/2021		Grant Authority ⁽²⁰⁾ Wis. Stat. 115.45
APPROVAL SIGNATURES			
Assistant Director, School Financial Services Team 			Date Signed Mo./Day/Yr. 12/10/2020
Division Administrator 			Date Signed Mo./Day/Yr. 12/11/2020
State Superintendent 			Date Signed Mo./Day/Yr. 12/11/2020

RECIPIENT INFORMATIONRecipient Name, Mailing Address, City, State, Zip ^(2, 21, 22, 23, 24)

Appleton Area School District
122 E. College Ave. Suite 1A
Appleton, WI 54912

TERMS AND CONDITIONS OF AWARD ⁽²⁵⁾

The recipient will submit to the Department of Public Instruction a Post-Conference Reporting form (PI-2774) no later than ninety (90) days following the ending of the grant period. Each recipient will administer the grant funds in accordance with all applicable statutes, regulations, program plans, and applications. (Wis. Stat. §115.45 and Wis. Admin. Code ch. PI 29)

ADDITIONAL AWARD INFORMATION ⁽²⁶⁾

Other information pertaining to the subrecipient.
If applicable

FIRST Robotics Team 93: NEW Apple Corps

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hires

BACKGROUND INFORMATION: The professional educators listed below have been recommended for contractual positions for the 2020-2021 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date</u>
Brittany S. Ebert	Elementary	TBD	100%	\$20,277	1/25/2021
Jennifer E. Freienmuth	Special Ed-SLD	Wilson	100%	\$30,343	1/04/2021
Kassandra A. Hein	Special Ed-IDS	Berry	100%	\$20,277	1/25/2021
Marke J. Lemke	Special Ed	McKinley	100%	\$20,277	1/25/2021
Payton M. Manteuffel	Elementary	TBD	100%	\$20,277	1/25/2021
Madelyn R. Markart	Special Ed	TBD	100%	\$20,277	1/25/2021
Sofie R. Pedersen	Grade 6	EVS	100%	\$21,189	1/19/2021
Allison L. Ross	Grade 4	Ferber	100%	\$20,277	1/25/2021
Kathryn R. Schickert	Special Ed-SLD	Jefferson	100%	\$20,277	1/25/2021

Brittany S. Ebert received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Elementary Education. She recently completed her student teaching with the Hortonville Area School District.

Jennifer E. Freienmuth received her Master of Education degree from Eastern New Mexico University with a major in Special Education. Most recently she served the Amphitheater School District as a Special Education Teacher. Other activities or sports that she might supervise, sponsor or assist: Any activities or sports.

Kassandra A. Hein received her Bachelor of Science in Education degree from UW-Oshkosh with a dual major in Elementary Education and Early Childhood Special Education. She recently completed her student teaching with the Kimberly Area School District. Other activities or sports that she might supervise, sponsor or assist: Softball, basketball, Student Council, or school clubs.

Marke J. Lemke received her Bachelor of Science in Education degree from UW-Whitewater with a dual major in Early Childhood Education and Early Childhood Special Education. She recently completed her student teaching and Special Education Internship with the District at McKinley Elementary School.

Payton M. Manteuffel received her Bachelor of Science in Education degree from UW-Stevens Point with a major in Early Childhood Education. She recently completed her student teaching with the Freedom Area School District.

Madelyn R. Markart received her Bachelor of Science in Education degree from UW-Oshkosh with a dual major in Early Childhood Education and Early Childhood Special Education. She recently completed her student teaching with the Columbus School District. Other activities or sports that she might supervise, sponsor or assist: Supervision.

Sofie R. Pedersen received her Bachelor of Arts in degree from Lawrence University with a dual major in Anthropology and Spanish. She continued her education to obtain her teaching certification from Lawrence University. She recently completed her student teaching with the District at the Elementary Virtual School.

Allison L. Ross received her Bachelor of Science in Education degree from UW-Oshkosh with a dual major in Elementary Education and Special Education. She recently completed her student teaching with the District at Ferber Elementary School.

Kathryn R. Schickert received her Bachelor of Science in Education degree from UW-Oshkosh with a dual major in Elementary Education and Special Education. She recently completed her student teaching with the District at Lincoln Elementary School. Other activities or sports that she might supervise, sponsor or assist: Cross-county, hockey, track, Arts Core Colony or the TIR program.

FISCAL NOTE: As indicated above.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: The candidates listed above have been recommended by the administrators to whom they will report as the best candidates for the positions.

CONTACT PERSON: Julie King, (920) 997-1399 (x2042)

1/11/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Changes

BACKGROUND INFORMATION: Contract changes for the following individuals have been recommended for the 2020-2021 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Lisa M. Eastman	Science	WCA	100% to 110%	1/19/2021
David K. Gassner	Physical Education	WHS	100% to 110%	1/19/2021
Chris A. Heller	Math	WHS	100% to 110%	1/19/2021
Leah M. McElderry	School Counselor	WHS	90% to 100%	11/9/2020
John C. Moe	Math	WHS	100% to 110%	1/19/2021
Jill R. Peachy	Science	WCA	100% to 110%	1/19/2021
Kreston B. Peckham	Social Studies	WHS	100% to 110%	1/19/2021
Bobbie Jo Sorensen	Social Studies	WHS	100% to 110%	1/19/2021
Christina A. Stickney	Computer Science	WHS	100% to 110%	1/19/2021
Alyssa M. Westphal	Social Studies	WHS	80% to 90%	1/19/2021

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: Theses assignments will meet the needs of students.

CONTACT PERSON: Julie King, (920) 997-1399 (x2042)

1/11/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignations

BACKGROUND INFORMATION: The following Professional Educators have submitted a letter of resignation.

Molly A. Pieschek has been with the District for three and one half years, most recently as a Social Studies Teacher at North High School. Ms. Pieschek's resignation is effective the end of the January 15, 2020 workday.

Elizabeth R. Roller has been with the District for 5 months, most recently as an English Learners Instructional Coach at Houdini Elementary School and Einstein Middle School. Ms. Roller's resignation is effective the end of the January 29, 2020 workday.

FISCAL NOTE: Dependent upon replacements.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: Qualified replacements will be procured.

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

1/11/21

ITEM FOR CONSIDERATION

Topic:	Compensation Increase for the 2020-2021 School Year for Administrators, Administrative Support Unit (ASU) staff, Secretaries, and Maintenance.
Introduction:	The total recommended compensation increase for all employee groups is 2.99%. Given the current competitive labor market, the budget and savings from employees electing a lower cost health insurance option, a compensation increase for Administrators, Administrative Support Unit (ASU) staff, Secretaries, and Maintenance is recommended for the 2020-2021 school year.
Administrative Recommendation:	To approve a compensation increase for the 2020-2021 school year for eligible Administrators, Administrative Support Unit (ASU) staff, Secretaries, and Maintenance who are active employees at the time of approval for the 2020-2021 school year to be distributed in the following manner: a. All eligible staff would advance a step/level or within their salary range retroactive to July 1, 2020. The total cost of step/level increases would be approximately \$113,881. b. Each eligible staff member in the respective groups above would receive a 2.5% compensation increase. This wage increase would be retroactive to July 1, 2020, and would carry forward into future years. The total cost of hourly wage increases would be \$423,086.
Fiscal Note:	The total cost to the District will be approximately \$536,967.
Instructional Impact:	Maintaining competitive compensation is essential to retaining and attracting high-quality employees.
Contact Person:	Julie King (920-997-1399, ext. 2042) Greg Hartjes, 920-997-1399 (x2029)
Board Action:	January 11, 2021

ITEM FOR CONSIDERATION

Topic: Paraprofessional Compensation Increase for the 2020-2021 School Year

Introduction: The total recommended compensation increase for all employee groups is 2.99%. Given the current competitive labor market, increasing educational requirements for paraprofessionals, the budget and savings from employees electing a lower cost health insurance option, an increase to paraprofessional wages and a revision to the current compensation structure is recommended for the 2020-2021 school year.

Administrative

Recommendation: To approve a total wage increase of approximately \$394,151 (5.07%) for paraprofessionals to be distributed among all active paraprofessionals in the AASD at the time of approval for the 2020-2021 school year. The wage increase distributed in the following manner:

1. Paraprofessionals eligible for a step increase would advance starting with the first pay period of the 2020-21 school year. The total cost of step increases would be \$155,784.
2. Each paraprofessional would receive a minimum of a 2.75% hourly wage increase which would range from \$.36 cents to \$1.26 per hour. This wage increase would occur starting with the first pay period of the 2020-2021 school year, and would carry forward into future years. The total cost of hourly wage increases would be \$168,390.
3. A compensation structure revision at a cost of \$69,977. The structure would be revised as detailed in the attached Compensation Structure and corresponding Employee Handbook language (p. 71) would be revised to reflect the following:
 - Paraprofessionals would be eligible to move from step 1 to step 2 after two years of employment instead of three years' dependent on the budget.
 - Paraprofessionals would be eligible to move to a new step 3 with a \$1.00 raise after 10 years of employment in lieu of the current incremental longevity increases after 10 and 15 years of employment dependent on the budget. Paraprofessionals already receiving longevity would receive the difference between their current longevity and the \$1.00 increase.

The outstanding work relationship between the District and paraprofessional staff has continued.

Fiscal Note: The total cost to the District will be approximately \$394,151.

Instructional Impact: Competitive compensation is essential to retaining and attracting high-quality employees.

Contact Person: Julie King (920-997-1399, ext. 2042) Greg Hartjes, 920-997-1399 (x2029)

Board Action: January 11, 2021

Revised Paraprofessional Compensation Schedule for the 2020-2021 School Year

POSITION	STEPS	HOURLY RATE
Regular Educator or Health	1	\$13.62
	2	\$14.86
	3	\$15.86
Special Education / Transportation	1	\$14.43
	2	\$15.66
	3	\$16.66
ELL Interpreters	1	\$15.79
	2	\$17.12
	3	\$18.12
Bilingual	1	\$15.79
	2	\$17.12
	3	\$18.58
DHH/Braille Interpreters / COTA / CPTA	1	\$21.77
	2	\$23.94
	3	\$24.94

ITEM FOR CONSIDERATION

Topic:	Professional Educator Wage Settlement and Compensation Increase for the 2020-2021 School Year
Background:	A tentative Base Wage Agreement has been reached with the Appleton Education Association (AEA). The Agreement has been reached voluntarily in a spirit of cooperation between the AEA and the District negotiators. By state law, negotiations with the AEA have been limited to base wage increases. The total increase to the base wage is limited (by state law) to the increase in the Consumer Price Index. For the current year the applicable Consumer Price Index is 1.81%. The base wage increase will be included as part of the level movement on the AASD Compensation Framework. Given the current competitive labor market, the budget and savings from employees electing a lower cost health insurance option, a compensation increase for Professional Educators is recommended for the 2020-2021 school year.
Administrative Recommendation:	To approve a total wage increase of 2.78% for all eligible Professional Educators for the 2020-2021 school year. When calculated, the total amount representing a 2.78% increase is \$2,135,623 to be distributed among active AASD Professional Educators at the time of approval for the 2020-2021 school year. All eligible Professional Educators would receive a minimum 2.5% increase to be distributed in the following manner: 1. Professional Educators eligible for a level increase would advance starting with the first pay period of the 2020-2021 school year. The total cost of level increases is \$1,433,623. a. The level increase includes revisions to the Compensation Framework (<i>attached</i>) consisting of a \$300 increase to each cell (including .09% base wage increase) and the removal of level 15. The compensation structure revision cost is \$411,000. 2. If the total of a level increase and the revisions to the Compensation Framework do not equal 2.5% or more, a Professional Educator will receive a one-time stipend in the amount of the difference. The stipend would not carry forward into future years. The total cost of the stipends is \$291,000 The outstanding working relationship between the District and our Professional Educators has continued.
Fiscal Note:	The total cost to the District will be approximately \$2,135,623.
Instructional Impact:	A competitive compensation framework is essential to retaining and attracting high quality professional educators.
Contact Person(s):	Julie King, 920-997-1399 (2042) and Greg Hartjes, 920-997-1399 (2029)
Board Action:	January 11, 2021

Professional Educator Compensation Framework Revision 2020-2021 School year

	Prof. Educator- 2019-20	Prof. Educator 2020-21	Prof. Educator (w/ Masters) – 2019-20	Prof. Educator (w/ a Masters) 2020-21
1	\$42,150	\$42,450	\$47,150	\$47,450
2	\$43,400	\$43,700	\$48,400	\$48,700
3	\$44,800	\$45,100	\$49,800	\$50,100
4	\$46,300	\$46,600	\$51,300	\$51,600
5	\$47,850	\$48,150	\$52,850	\$53,150
6	\$49,500	\$49,800	\$54,500	\$54,800
7	\$51,200	\$51,500	\$56,200	\$56,500
8	\$52,800	\$53,100	\$57,800	\$58,100
9	\$54,300	\$54,600	\$59,300	\$59,600
10	\$55,800	\$56,100	\$60,800	\$61,100
11	\$57,300	\$57,600	\$62,300	\$62,600
12	\$58,750	\$59,050	\$63,750	\$64,050
13	\$59,750	~~\$60,050~~ \$60,400	\$64,750	~~\$65,050~~ \$65,400
14	\$60,750	~~\$61,050~~ \$61,750	\$65,750	~~\$66,050~~ \$66,750
15 <i>Remove</i>	~~\$61,650~~	~~\$61,950~~	~~\$66,650~~	~~\$66,950~~
15	\$62,650	\$62,950	\$67,650	\$67,950
16	\$63,650	\$63,950	\$68,650	\$68,950
17	\$64,650	\$64,950	\$69,650	\$69,950
18	\$65,650	\$65,950	\$70,650	\$70,950
19	\$66,650	\$66,950	\$71,650	\$71,950
20	\$67,650	\$67,950	\$72,650	\$72,950
21	\$68,650	\$68,950	\$73,650	\$73,950
22	\$69,650	\$69,950	\$74,650	\$74,950
23	\$70,650	\$70,950	\$75,650	\$75,950
24	\$71,650	\$71,950	\$76,650	\$76,950