S H A W A N O   S C H O O L   D I S T R I C T

January 17, 2022   5:00 p.m.   Regular Meeting   President Michael Sleeper   Library – Shawano Community High School

Present: Jim Davel, Alysia Pillsbury, Chris Gull, Mike Musolff, Michael Sleeper, Chuck Dallas (via phone), Jamie Beyer, Diane Hoffman, Mart Grams.

President Michael Sleeper called the meeting to order at 5:00 p.m. following a verification of quorum.

Pledge of Allegiance

1.D. Approval of Agenda – Mrs. Pillsbury moved to approve the agenda, Mr. Gull second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

2.A. Community Comments – There are none.

3.A. Consent Agenda – Minutes of December 20, 2021 and January 6, 2022 meetings; vouchers per the Check Approval Report, Superintendent’s Contract, 2020-21 Audit Report.

Mr. Musolff moved to approve the consent agenda as presented; Mrs. Beyer second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

4. Committee Updates – Michael Sleeper reported on the Executive Committee Meeting, Chuck Dallas reported on the Finance Committee Meeting.

5.A. February Board Meeting & Work Session – Board meeting will be the first Monday of February and Work Session will be on the Third Monday.

6.A. Board Policy Updates – Second Read – First read was the last meeting. This is the second read and the policies are presented for approval.

po0100 Definitions
po0131-1 Bylaws & Policies
po0143 Authority of Individual Board Members
po0144-2 Bylaw - Board Member Ethics - DELETE
po0144-3 Conflict of Interest
po0144-5 School Board member Behavior and Code of Conduct
po0145 Sexual and Other Forms of Harassment
po167.3 Public Comment at Board Meetings
po0171-1 President
po0174-2 Bylaw - School Performance Report DELETE
po1130 Ethics and Conflict of Interest
po1210 Board - District Administrator Relationship
po2240 Controversial Issues in the Classroom
po2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities
po2430 District-Sponsored Clubs and Activities
po2700-01 School Performance and State Accountability Report Cards
po3120 Employment of Professional Staff
po3120-04 Employment of Substitutes - Not using
po3170 Substance Abuse - DELETE
po3215 Use of Tobacco and Nicotine by Professional Staff
po3216 Staff Dress and Grooming
po3230 Ethics and Conflict of Interest
po4120 Employment of Support Staff
po4120-04 Employment of Substitutes - Not using
po4161 Unrequested Leaves of Absence-Fitness for Duty

po4162 Controlled Substance and Alcohol Policy for Employees that Transport Students
po4170 Substance Abuse - DELETE
po4215 Use of Tobacco and Nicotine by Support Staff
po4216 Support Staff Dress and Grooming
po4230 Ethics and Conflict of Interest
po5112 Entrance Age
po5500-01 Conduct in Virtual Classroom
po5512 Use of Tobacco and Nicotine by Students
po5520 Disorderly Conduct
po6152 Student Fees, Fines, and Charges
po7434 Use of Tobacco and Nicotine on School Premises
po7440-01 Video Surveillance and Electronic Monitoring
po7450 Property Inventory
po7455 Accounting System for Capital Assets
po8500 Food Services

po1422/3122/4122 Nondiscrimination and Equal Employment Opportunity
po1422.02/3122.02/4122.02 Nondiscrimination Based on Genetic Information of the Employee
po3123/4123 Section 504/ADA Prohibition Against Disability Discrimination in Employment
po3362/4362/5517 Employee Harassment/Student Harassment
po2260 Nondiscrimination and Access to Equal Educational Opportunity
po2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability

Mr. Dallas moved to approve the policies as presented; Mrs. Pillsbury second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, “aye”. Grams “no”. Motion carried.

6.B. State Convention Delegate Assembly Resolutions – Resolutions were made available at the last meeting for review and were included in this packet.

Mr. Gram moved to give Michael Sleeper, Delegate to the Delegate Assembly, the authority to vote as he sees fit on the presented resolutions; Mr. Davel second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

6.C. 2022-2023 Open Enrollment Numbers – The Board needs to set the numbers for open enrollment spaces for 2022-23. It is recommended for unlimited spaces to all schools with no new students for special education due to space constraints.

Mr. Davel moved to approve the Open Enrollment numbers for 2022-23 as presented; Mrs. Beyer second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

6.D. Wescott Building Bid Process – Josh Swanson, Director of Finance, Business and Operations, indicated the appraised value of the Wescott building is $65,000. The Board is being asked to set the minimum price. The invitation to bid document is included in the packet. It is recommended to go higher than the $65,000 to recoup costs of the property sale.

Mr. Davel moved to set the minimum sale price of the Wescott building at $70,000; Mr. Grams second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

6.E. Start College Now Applications – Kurt Krizan, Director of Personalized Learning, presented two students applying for Start College Now. The Board approved last year to help with mitigation and would request the same this year.

Mr. Musolff moved to accept the two student Start College Now applications as presented; Mr. Dallas second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

6.F. Professional Staff Addendum – Extra Duty Pay & Early Retirement – Candi Huber, Director of HR, presented the proposal for additional pay for teacher’s who substitute teach during their prep period or take an extra class. This is for the second semester of the 2021-22 school year only.

Mr. Davel moved to accept the recommendation for the extra pay as presented; Mrs. Hoffman second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

Memorandum for Understanding for early retirement – Candi Huber presented to offer to employees who would qualify for early retirement in 2022-23, could do so at the end of the 2021-22 school year. Teachers would need to give notification by April 1st. This is a one time, one year opportunity.

Mrs. Pillsbury moved to approve the Memorandum of Understanding regarding early retirement as presented; Mr. Dallas second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye” motion carried.

6.G. Human Resource Consultant Contract – A Contract to hire a consultant in the human resource department to perform an audit is presented. This is a limited 30-day contract. Finance committee recommends for approval.

Ms. Hoffman moved to accept the Human Resource Consultant Contract as presented; Mrs. Pillsbury second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, “aye”. Grams, “no”, Motion carried.

6.H. Auditor RFP Selection – Josh Swanson, Director of Finance, Business and Operations, presented information regarding the Auditor contract for a three-year term. The Finance Committee and his recommendation are to stay with CLA for the three-year term. CLA is the current auditor.

Ms. Hoffman moved to approve the Finance committee recommendation to go with CLA as the audit firm for a three-year term; Mrs. Beyer second. Davel, Pillsbury, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, “aye”. Gull abstained. Motion carried.

6.I. Coronavirus Relief Funds – Kurt Krizan, Director of Personalized Learning, spoke about the ESSER III funds and guidelines which require at least 20% of the funds need to go to base instructional strategy, the remaining can go to other items. Next week, a survey will be sent to stakeholders to get their input as this a requirement for this funding. We are asking the Board to provide their agreement or disagreement with those priority areas or other ideas they would have for funds. There will also be a question on the survey on the school calendar for 2022-23 to get parent direction.

Josh Swanson, Director of Finance, Business and Operations, indicated the District has received $304,075.00 in one-time coronavirus relief funds from Governor Evers. One time funds, no time requirements, and could roll over to next year. Open to Board to provide some input. Discussion took place on doing something for staff due to the stress they have been going through. It is up to the Board to decide how to use funds.

Mrs. Hoffman moved to use the relief funds for a one-time bonus for eligible employees per their FTE, excluding coaches and substitutes; Mr. Musolff second. Davel, Pillsbury, Musolff, Dallas, Beyer, Hoffman, Grams, "aye". Gull, Sleeper abstained. Motion carried.

6.J. Resignations/Retirements/Appointments – Heather Schmidt – speech language pathologist recommend for appointment.

Mrs. Pillsbury moved to approve the appointment of Heather Schmidt as a speech/language pathologist as presented; Mr. Davel second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, "aye" motion carried.

Retirements – Beth Bartz – SCMS, Scott Smurawa – SCMS, Lori Schwecke – Hillcrest, Kathy Moeller – Hillcrest have requested retirement at the end of the 2021-22 school year.

Mr. Davel moved to approve the retirements of the four presented individuals; Mr. Grams second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, "aye" motion carried.

7.A. Superintendent's Report – Superintendent Anderson reported on the Town Hall meeting for the State of the District. On January 31st, the first stakeholder meeting with approximately 40 people will take place. Board members are asked to coordinate so two members are present at each meeting, The State School Board convention begins tomorrow, January 18th.

8.A. Adjourn to closed session per Wisconsin State Statute 19.85(1) (c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Specifically, for personnel discussion.

Ms. Hoffman moved to adjourn to closed session per Wisconsin State Statute 19.85(1) (c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Specifically, for personnel discussion; Mrs. Pillsbury second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, "aye" motion carried. Meeting adjourned to closed session at 5:51 p.m.

9. Adjourn in Closed Session – Mr. Dallas moved to adjourn; Mr. Grams second. Davel, Pillsbury, Gull, Musolff, Sleeper, Dallas, Beyer, Hoffman, Grams, "aye" motion carried. Meeting adjourned 6:59 p.m.