

School District of Manawa

Special Board of Education Meeting Agenda

April 5, 2022



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(US) +1 224-442-3026 PIN: 297 946 396#

1. Call to Order – President Johnson – **6:00 p.m.** – MES Board Room, 800 Beech Street Hybrid Meeting Format (In-person Meeting for Board of Education at MES Board Room, 800 Beech Street & Virtual Components)
2. Pledge of Allegiance
3. Roll Call
4. Verify Publication of Meeting
5. Public Comment (Register to Speak Prior to Start of Meeting / Guidelines Listed Below Agenda)
6. Consent Agenda
 - a. Consider Approval of a Secondary Administrative Assistant as Presented
 - b. Consider Approval of the Terms of Employment for D. Brauer, M. Johnson, D. Marzofka, C. O'Brien as follows: *Term shall state the board employs Administrator and Administrator hereby accepts employment for a term commencing July 1, 2022 and ending June 30, 2024. Each July 1st shall be designated as the anniversary date of this agreement. Salary and benefits shall be determined as of the anniversary date. All other contract language revisions requested in the Administrator Contract Renewal Memo dated March 17, 2022 will be denied.*
7. Any Item Removed from Consent Agenda
8. New Business
 - a. Consider Approval of 2022-23 Teacher Contract Language as Presented
 - b. Consider Approval of Teacher Salary Advancements as Presented
 - c. Consider Approval of Spiegelberg Implement, Inc. Second Long Jump Quote as Presented
 - d. Consider Approval of Fisher Tracks, Inc. Rubberized Long Jump Quote as Presented
 - e. Consider Approval of Potential Baseball Timber Rattler Fundraiser as Presented
 - f. Review and Act Upon Staff Retention Patterns
9. Closed Session – the Board of Education Shall Move into Closed Session Pursuant to the Provisions of 19.85(c), Wis. Statutes, for the Purposes of: Discussing the Employment Status of Employees Over Which the Board Has Jurisdiction or Exercises Responsibility
 - 1) Administrator Evaluation
 - 2) Personnel Issues
10. Board May Act on Items Discussed in Closed Session
11. Next Meeting Dates:

- April 5, 2022 Special Board of Education Meeting - 6:00 p.m.
- April 11, 2022 Finance Committee Meeting - 6:00 p.m.
- April 12, 2022 Buildings and Grounds Committee Meeting - 4:30 p.m.
- April 13, 2022 Ad hoc Recognition Committee Meeting - 4:30 p.m.
- April 19, 2022 Policy & Human Resources Committee Meeting - 6:00 p.m.
- March 20, 2022 Curriculum Committee Meeting - 5:00 p.m.
- April 21, 2022 WASB Region 7 New School Board Member Gathering - 7:00 p.m. CESA 6 Oshkosh
- April 25, 2022 Regular Board of Education Meeting - 7:00 p.m.
- May 11, 2022 All-District Recognition & Appreciation Celebration - 2:30 p.m. LWHS/MMS

12. Adjourn

PLEASE NOTE: Any person with a qualifying disability under the Americans with Disabilities Act that requires the meeting or material to be in accessible format, please contact the District Administrator to request reasonable accommodation. The meeting room is wheelchair accessible.

Upon request to the District Administrator, submitted twenty-four (24) hours in advance, the District shall make reasonable accommodation including the provision of informational material in an alternative format for a disabled person to be able to attend this meeting.

0167.3 - PUBLIC COMMENT AT BOARD MEETINGS

The Board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on District matters.

Agenda Item

Any person or group who would like to have an item put on the agenda shall submit their request to the District Administrator no later than ten (10) days prior to the meeting and include:

- A. name and address of the participant;
- B. group affiliation, if and when appropriate;
- C. topic to be addressed.

Such requests shall be subject to the recommendation of the District Administrator and the approval of Board President.

Public Comment Section of the Meeting

To permit fair and orderly public expression, the Board may provide a period for public comment at any regular or special meeting of the Board and publish rules to govern such comment in Board meetings.

The presiding officer of each Board meeting at which public comment is permitted shall administer the rules of the Board for its conduct.

The presiding officer shall be guided by the following rules:

- A. Public comment shall be permitted as indicated on the order of business, at the discretion of the presiding officer, and for individuals who live or work within the District and parents/guardians of students enrolled in the District.

- B. Attendees must register their intention to participate in the public portion of the meeting upon their arrival at the meeting.
- C. Participants must be recognized by the presiding officer and will be requested to preface their comments by an announcement of their name; address; and group affiliation, if and when appropriate.
- D. Each statement made by a participant shall be limited to three (3) minutes duration.
- E. No participant may speak more than once on the same topic unless all others who wish to speak on that topic have been heard.
- F. Participants shall direct all comments to the Board and not to staff or other participants.
- G. Participants shall address only topics within the legitimate jurisdiction of the Board.
- H. All statements shall be directed to the presiding officer; no person may address or question Board members individually.
- I. The presiding officer may:
 - 1. interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant;
 - 2. request any individual to leave the meeting when that person does not observe reasonable decorum;
 - 3. request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
 - 4. call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.
 - 5. waive these rules with the approval of the Board when necessary for the protection of privacy or the administration of the Board's business.
- J. The portion of the meeting during which the comment of the public is invited shall be limited to fifteen (15) minutes unless extended by a vote of the Board.
- K. Recording, filming, or photographing the Board's open meetings is permitted. Recording, filming, or photographing the Board's closed session is only permitted pursuant to Bylaw 0167.2 – Closed Session. The person operating the equipment should contact the District Administrator prior to the Board meeting to review possible placement of the equipment, and must agree to abide by the following conditions:
 - 1. No obstructions are created between the Board and the audience.
 - 2. No interviews are conducted in the meeting room while the Board is in session.
 - 3. No commentary, adjustment of equipment, or positioning of operators is made that would distract either the Board or members of the audience or otherwise disrupt the meeting while the Board is in session.



Mr. Dan Wolfgram

Little Wolf High School Principal
Manawa Middle School Principal

School District of Manawa

Students Choosing to Excel, Realizing Their Strengths

To: Dr. Melanie Oppor, Manawa Board of Education
Fr: Dan Wolfgram
Date: 4/1/2021
Re: Administrative Assistant Recommendation – Mary Johnson

This memo is to recommend Mrs. Mary Johnson for the Little Wolf High School / Manawa Middle School Administrative Assistant position for the remainder of the 2021-22 school year.

Mrs. Johnson comes to us with experience in the private sector as System Support Analyst for Air Wisconsin. She held this position from November 2017 until July of 2020. While in this position she was responsible for a myriad of responsibilities related to troubleshooting logistics and computer software. Additionally, Mrs. Johnson worked routinely with numerous branches of personnel to problem solve, provide direction, disseminate information, and provide leadership. This team approach to problem-solving is advantageous as schools reflect this same team approach to working with staff and students.

Currently, Mrs. Johnson is employed by the School District of Manawa as the Spanish Instructional Paraprofessional. She has demonstrated professionalism, ingenuity, as well as clear and concise communication with her colleagues and the administration. Her cheerful approach to the job, combined with her knowledge of the staff and students will help to provide a seamless transition to her new role.

Mrs. Johnson is a life-long community member with deep roots in Manawa. Her ability to create and foster meaningful relationships with colleagues and staff will aid her as she looks to be supportive to all members of the school community.

Four candidates were interviewed for the position. The interview team consisted of two teachers and two paraprofessionals. The team was unanimously in support of offering the position to Mrs. Johnson.

School District of Manawa

800 Beech Street
Manawa, WI 54949

Phone: (920) 596-2525
Fax: (920) 596-5308

Little Wolf High School Manawa Middle School

515 E. Fourth St
Manawa, WI 54949

Phone: (920) 596-2524
Fax: (920) 596-2655

Manawa Elementary

800 Beech Street
Manawa, WI 54949

Phone: (920) 596-2238
Fax: (920) 596-5339

ManawaSchools.org



/ ManawaSchools



/ ManawaSchools



**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

IT IS HEREBY AGREED by and between the **SCHOOL BOARD FOR THE SCHOOL DISTRICT OF MANAWA** (hereinafter designated as the “Board”) and **Name** (hereinafter designated as “Teacher”) that the Board employs Teacher pursuant to the following terms and conditions:

1. CONTRACT TERM.

- 1.01. Teacher agrees to faithfully perform all duties and responsibilities as assigned by the Board for a period of **193** days at **1.0** Full-Time Equivalent (FTE), beginning July 1, 2022 and ending June 30, 2023.
- 1.02. This Contract shall require Teacher to work the schedule adopted by the Board (as may be amended from time to time).
- 1.03. This Contract shall terminate by agreement of the parties at the conclusion of the one-year term provided for herein and shall have no force or effect thereafter.

2. COMPENSATION.

- 2.01. For services properly rendered, Teacher is to be paid a total annual salary of **Dollar Amount** dollars (**\$00,000.00**) equal to Level **A1**, less appropriate withholding. Teacher’s total annual salary is subject to adjustment, if any, in conformance with the evaluation and compensation system adopted by the Board or as otherwise permitted by law, subject only to collective bargaining, as appropriate.
- 2.02. The Board shall pay Teacher during the term of this Contract in semi-monthly installments payable by the 15th and final business day of each month beginning with the first pay period of the 2022-2023 school year for a total of twenty (20) installments. Teacher may defer payment of a prorated portion of the annual salary through August 15, 2023 by electing to receive pay in twenty-four (24) installments. The selection of the twenty-four (24) installment payment option must be made at the time this Contract is signed and may not be rescinded during the term of this Contract. Once selected, the twenty-four (24) installment payment option shall remain in effect for renewal of this or future contracts, if any, unless written notice to return to twenty (20) installment payments is provided to the Business Office at the time any future contracts are signed and returned.

- 2.03. The Board and Teacher acknowledge and agree that Teacher's total annual salary in subsequent contract years, if any, may be increased or decreased in conformance with the evaluation and compensation system adopted by the Board.
- 2.04. The Board may provide Teacher with employment benefits that it may from time to time deem appropriate for teachers generally, as specified in Board policies and any Employee Handbook. The nature of the benefits shall be determined by the Board. If provided, the benefits are subject to review and adjustment during the term of this Contract. Moreover, any benefits offered are not guaranteed to Teacher in future contracts, if any.
3. EMPLOYMENT RESPONSIBILITIES.
- 3.01. Teacher agrees to teach and/or supervise in an assignment for which Teacher is certified. The Board may, at its discretion, assign additional tasks for which Teacher is certified or may obtain certification, together with extra-curricular assignments. Teacher further agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, in-service workshops, open houses and the like as may be assigned by the District's administration.
- 3.02. This Contract is subject to all applicable state and federal laws as well as the rules, regulations and policies of the District now in force or as may be adopted or amended by the Board. The Board will provide Teacher with a copy of the rules, regulations and policies in force. Teacher agrees to conform to all applicable laws, rules, regulations and policies. Teacher is further subject to the supervision and control of the District Administrator and other administrators appointed by the Board.
- 3.03. In case of a direct conflict between any rules, regulations or policies of the Board and any specific provisions of this Contract, this Contract shall control.
- 3.04. If employed under a full-time contract, Teacher agrees to devote full time to the duties and responsibilities normally expected of persons assigned to Teacher's position. Teacher shall not engage in any pursuit or accept any other employment which interferes with the proper discharge of Teacher's duties and responsibilities. The Board reserves the right, in its sole discretion, to determine whether outside pursuits or other employment interferes with the proper discharge of Teacher's duties and responsibilities.
- 3.05. The Board shall make available to Teacher, a written job description outlining the duties, obligations, services and responsibilities of a teacher employed by the Board. The Board retains the right to develop and/or alter the written job description at any time.

3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
After June 30 but prior to August 1	\$1,000.00
After July 31 but prior to August 15	\$1,500.00
After August 14	\$2,500.00

This express intent to liquidate the uncertain damages and harm to the District from such a breach is not the exclusive remedy or right of the District but is, rather, an alternative right and remedy and shall not, unless the District elects to rely on the same, preclude the District from seeking and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
5. ATTORNEY’S FEES AND COSTS. Should the District initiate litigation to enforce the Liquidated Damages provision of this Contract and ultimately prevail, the District shall be entitled to recover its costs including, but not limited to, actual attorney’s fees and costs, from Teacher.
 6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
 7. CONTRACT RENEWAL/NON-RENEWAL. Renewal and non-renewal of this Contract shall be governed by Wis. Stat. § 118.22, as appropriate. Non-renewal of this Contract due to performance is not subject to the District’s Grievance Procedure.
 8. INVALID PROVISIONS – SAVINGS CLAUSE. If any article or part of this Contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this Contract shall not be effected thereby.
 9. LAWS OF COMPETENT JURISDICTION. This Contract is governed by the laws of the State of Wisconsin.
 10. COMPLETE AGREEMENT. The parties understand and agree that this document contains their entire agreement as to the matters addressed in this Contract.

This Contract is not valid unless signed and returned to the District Office by Teacher on or before June 15, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

- I elect to receive pay in twenty-four (24) installments.
- Divided equally and paid over twenty-four (24) payrolls.
- Divided equally and paid over twenty-four (24) payrolls, however I elect to have the salary amounts for June, July and August paid to me in one lump sum on June 15, 2023.

Teacher Signature

Date





**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

IT IS HEREBY AGREED by and between the **SCHOOL BOARD FOR THE SCHOOL DISTRICT OF MANAWA** (hereinafter designated as the “Board”) and **Name** (hereinafter designated as “Teacher”) that the Board employs Teacher pursuant to the following terms and conditions:

1. CONTRACT TERM.

- 1.01. Teacher agrees to faithfully perform all duties and responsibilities as assigned by the Board for a period of **188** days at **1.0** Full-Time Equivalent (FTE), beginning July 1, 2022 and ending June 30, 2023. Teacher is responsible for the annual Grade K-6 Art Show as part of this contract.
- 1.02. This Contract shall require Teacher to work the schedule adopted by the Board (as may be amended from time to time).
- 1.03. This Contract shall terminate by agreement of the parties at the conclusion of the one-year term provided for herein and shall have no force or effect thereafter.

2. COMPENSATION.

- 2.01. For services properly rendered, Teacher is to be paid a total annual salary of **Dollar Amount** dollars (**\$00,000.00**) equal to Level **A1**, less appropriate withholding. Teacher’s total annual salary is subject to adjustment, if any, in conformance with the evaluation and compensation system adopted by the Board or as otherwise permitted by law, subject only to collective bargaining, as appropriate.
- 2.02. The Board shall pay Teacher during the term of this Contract in semi-monthly installments payable by the 15th and final business day of each month beginning with the first pay period of the 2022-2023 school year for a total of twenty (20) installments. Teacher may defer payment of a prorated portion of the annual salary through August 15, 2023 by electing to receive pay in twenty-four (24) installments. The selection of the twenty-four (24) installment payment option must be made at the time this Contract is signed and may not be rescinded during the term of this Contract. Once selected, the twenty-four (24) installment payment option shall remain in effect for renewal of this or future contracts, if any, unless written notice to return to twenty (20) installment payments is provided to the Business Office at the time any future contracts are signed and returned.

- 2.03. The Board and Teacher acknowledge and agree that Teacher's total annual salary in subsequent contract years, if any, may be increased or decreased in conformance with the evaluation and compensation system adopted by the Board.
 - 2.04. The Board may provide Teacher with employment benefits that it may from time to time deem appropriate for teachers generally, as specified in Board policies and any Employee Handbook. The nature of the benefits shall be determined by the Board. If provided, the benefits are subject to review and adjustment during the term of this Contract. Moreover, any benefits offered are not guaranteed to Teacher in future contracts, if any.
3. EMPLOYMENT RESPONSIBILITIES.
- 3.01. Teacher agrees to teach and/or supervise in an assignment for which Teacher is certified. The Board may, at its discretion, assign additional tasks for which Teacher is certified or may obtain certification, together with extra-curricular assignments. Teacher further agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, in-service workshops, open houses and the like as may be assigned by the District's administration.
 - 3.02. This Contract is subject to all applicable state and federal laws as well as the rules, regulations and policies of the District now in force or as may be adopted or amended by the Board. The Board will provide Teacher with a copy of the rules, regulations and policies in force. Teacher agrees to conform to all applicable laws, rules, regulations and policies. Teacher is further subject to the supervision and control of the District Administrator and other administrators appointed by the Board.
 - 3.03. In case of a direct conflict between any rules, regulations or policies of the Board and any specific provisions of this Contract, this Contract shall control.
 - 3.04. If employed under a full-time contract, Teacher agrees to devote full time to the duties and responsibilities normally expected of persons assigned to Teacher's position. Teacher shall not engage in any pursuit or accept any other employment which interferes with the proper discharge of Teacher's duties and responsibilities. The Board reserves the right, in its sole discretion, to determine whether outside pursuits or other employment interferes with the proper discharge of Teacher's duties and responsibilities.
 - 3.05. The Board shall make available to Teacher, a written job description outlining the duties, obligations, services and responsibilities of a teacher employed by the Board. The Board retains the right to develop and/or alter the written job description at any time.

3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
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and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
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6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
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This Contract is not valid unless signed and returned to the District Office by Teacher on or before June 15, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

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Teacher Signature

Date





**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

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3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
After June 30 but prior to August 1	\$1,000.00
After July 31 but prior to August 15	\$1,500.00
After August 14	\$2,500.00

This express intent to liquidate the uncertain damages and harm to the District from such a breach is not the exclusive remedy or right of the District but is, rather, an alternative right and remedy and shall not, unless the District elects to rely on the same, preclude the District from seeking

and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
5. ATTORNEY'S FEES AND COSTS. Should the District initiate litigation to enforce the Liquidated Damages provision of this Contract and ultimately prevail, the District shall be entitled to recover its costs including, but not limited to, actual attorney's fees and costs, from Teacher.
6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
7. CONTRACT RENEWAL/NON-RENEWAL. Renewal and non-renewal of this Contract shall be governed by Wis. Stat. § 118.22, as appropriate. Non-renewal of this Contract due to performance is not subject to the District's Grievance Procedure.
8. INVALID PROVISIONS – SAVINGS CLAUSE. If any article or part of this Contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this Contract shall not be effected thereby.
9. LAWS OF COMPETENT JURISDICTION. This Contract is governed by the laws of the State of Wisconsin.
10. COMPLETE AGREEMENT. The parties understand and agree that this document contains their entire agreement as to the matters addressed in this Contract.

This Contract is not valid unless signed and returned to the District Office by Teacher on or before June 15, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

- I elect to receive pay in twenty-four (24) installments.
- Divided equally and paid over twenty-four (24) payrolls.
- Divided equally and paid over twenty-four (24) payrolls, however I elect to have the salary amounts for June, July and August paid to me in one lump sum on June 15, 2023.

Teacher Signature

Date





**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

IT IS HEREBY AGREED by and between the **SCHOOL BOARD FOR THE SCHOOL DISTRICT OF MANAWA** (hereinafter designated as the “Board”) and **Extended Days Counselor** (hereinafter designated as “Teacher”) that the Board employs Teacher pursuant to the following terms and conditions:

1. CONTRACT TERM.

- 1.01. Teacher agrees to faithfully perform all duties and responsibilities as assigned by the Board for a period of **218** days at **1.0** Full-Time Equivalent (FTE), beginning July 1, 2022 and ending June 30, 2023.
- 1.02. This Contract shall require Teacher to work the schedule adopted by the Board (as may be amended from time to time).
- 1.03. This Contract shall terminate by agreement of the parties at the conclusion of the one-year term provided for herein and shall have no force or effect thereafter.

2. COMPENSATION.

- 2.01. For services properly rendered, Teacher is to be paid a total annual salary of **Dollar Amount** dollars (**\$00,000.00**) equal to Level **A1**, less appropriate withholding. Teacher’s total annual salary is subject to adjustment, if any, in conformance with the evaluation and compensation system adopted by the Board or as otherwise permitted by law, subject only to collective bargaining, as appropriate.
- 2.02. The Board shall pay Teacher during the term of this Contract in semi-monthly installments payable by the 15th and final business day of each month beginning with the first pay period of the 2022-2023 school year for a total of twenty (20) installments. Teacher may defer payment of a prorated portion of the annual salary through August 15, 2023 by electing to receive pay in twenty-four (24) installments. The selection of the twenty-four (24) installment payment option must be made at the time this Contract is signed and may not be rescinded during the term of this Contract. Once selected, the twenty-four (24) installment payment option shall remain in effect for renewal of this or future contracts, if any, unless written notice to return to twenty (20) installment payments is provided to the Business Office at the time any future contracts are signed and returned.

- 2.03. The Board and Teacher acknowledge and agree that Teacher's total annual salary in subsequent contract years, if any, may be increased or decreased in conformance with the evaluation and compensation system adopted by the Board.
 - 2.04. The Board may provide Teacher with employment benefits that it may from time to time deem appropriate for teachers generally, as specified in Board policies and any Employee Handbook. The nature of the benefits shall be determined by the Board. If provided, the benefits are subject to review and adjustment during the term of this Contract. Moreover, any benefits offered are not guaranteed to Teacher in future contracts, if any.
3. EMPLOYMENT RESPONSIBILITIES.
- 3.01. Teacher agrees to teach and/or supervise in an assignment for which Teacher is certified. The Board may, at its discretion, assign additional tasks for which Teacher is certified or may obtain certification, together with extra-curricular assignments. Teacher further agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, in-service workshops, open houses and the like as may be assigned by the District's administration.
 - 3.02. This Contract is subject to all applicable state and federal laws as well as the rules, regulations and policies of the District now in force or as may be adopted or amended by the Board. The Board will provide Teacher with a copy of the rules, regulations and policies in force. Teacher agrees to conform to all applicable laws, rules, regulations and policies. Teacher is further subject to the supervision and control of the District Administrator and other administrators appointed by the Board.
 - 3.03. In case of a direct conflict between any rules, regulations or policies of the Board and any specific provisions of this Contract, this Contract shall control.
 - 3.04. If employed under a full-time contract, Teacher agrees to devote full time to the duties and responsibilities normally expected of persons assigned to Teacher's position. Teacher shall not engage in any pursuit or accept any other employment which interferes with the proper discharge of Teacher's duties and responsibilities. The Board reserves the right, in its sole discretion, to determine whether outside pursuits or other employment interferes with the proper discharge of Teacher's duties and responsibilities.
 - 3.05. The Board shall make available to Teacher, a written job description outlining the duties, obligations, services and responsibilities of a teacher employed by the Board. The Board retains the right to develop and/or alter the written job description at any time.

3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
After June 30 but prior to August 1	\$1,000.00
After July 31 but prior to August 15	\$1,500.00
After August 14	\$2,500.00

This express intent to liquidate the uncertain damages and harm to the District from such a breach is not the exclusive remedy or right of the District but is, rather, an alternative right and remedy and shall not, unless the District elects to rely on the same, preclude the District from seeking and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
5. ATTORNEY’S FEES AND COSTS. Should the District initiate litigation to enforce the Liquidated Damages provision of this Contract and ultimately prevail, the District shall be entitled to recover its costs including, but not limited to, actual attorney’s fees and costs, from Teacher.
 6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
 7. CONTRACT RENEWAL/NON-RENEWAL. Renewal and non-renewal of this Contract shall be governed by Wis. Stat. § 118.22, as appropriate. Non-renewal of this Contract due to performance is not subject to the District’s Grievance Procedure.
 8. INVALID PROVISIONS – SAVINGS CLAUSE. If any article or part of this Contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this Contract shall not be effected thereby.
 9. LAWS OF COMPETENT JURISDICTION. This Contract is governed by the laws of the State of Wisconsin.
 10. COMPLETE AGREEMENT. The parties understand and agree that this document contains their entire agreement as to the matters addressed in this Contract.

This Contract is not valid unless signed and returned to the District Office by Teacher on or before June 15, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

- I elect to receive pay in twenty-four (24) installments.
- Divided equally and paid over twenty-four (24) payrolls.
- Divided equally and paid over twenty-four (24) payrolls, however I elect to have the salary amounts for June, July and August paid to me in one lump sum on June 15, 2023.

Teacher Signature Date





**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

IT IS HEREBY AGREED by and between the **SCHOOL BOARD FOR THE SCHOOL DISTRICT OF MANAWA** (hereinafter designated as the “Board”) and **Name** (hereinafter designated as “Teacher”) that the Board employs Teacher pursuant to the following terms and conditions:

1. CONTRACT TERM.

- 1.01. Teacher agrees to faithfully perform all duties and responsibilities as assigned by the Board for a period of **188** days at **1.0** Full-Time Equivalent (FTE), beginning July 1, 2022 and ending June 30, 2023. Teacher is responsible for four (4) vocal music concerts and the Solo & Ensemble Festival as part of this contract.
- 1.02. This Contract shall require Teacher to work the schedule adopted by the Board (as may be amended from time to time).
- 1.03. This Contract shall terminate by agreement of the parties at the conclusion of the one-year term provided for herein and shall have no force or effect thereafter.

2. COMPENSATION.

- 2.01. For services properly rendered, Teacher is to be paid a total annual salary of **Dollar Amount** dollars (**\$00,000.00**) equal to Level **A1**, less appropriate withholding. Teacher’s total annual salary is subject to adjustment, if any, in conformance with the evaluation and compensation system adopted by the Board or as otherwise permitted by law, subject only to collective bargaining, as appropriate.
- 2.02. The Board shall pay Teacher during the term of this Contract in semi-monthly installments payable by the 15th and final business day of each month beginning with the first pay period of the 2022-2023 school year for a total of twenty (20) installments. Teacher may defer payment of a pro-rated portion of the annual salary through August 15, 2023 by electing to receive pay in twenty-four (24) installments. The selection of the twenty-four (24) installment payment option must be made at the time this Contract is signed and may not be rescinded during the term of this Contract. Once selected, the twenty-four (24) installment payment option shall remain in effect for renewal of this or future contracts, if any, unless written notice to return to twenty (20) installment payments is provided to the Business Office at the time any future contracts are signed and returned.

- 2.03. The Board and Teacher acknowledge and agree that Teacher's total annual salary in subsequent contract years, if any, may be increased or decreased in conformance with the evaluation and compensation system adopted by the Board.
- 2.04. The Board may provide Teacher with employment benefits that it may from time to time deem appropriate for teachers generally, as specified in Board policies and any Employee Handbook. The nature of the benefits shall be determined by the Board. If provided, the benefits are subject to review and adjustment during the term of this Contract. Moreover, any benefits offered are not guaranteed to Teacher in future contracts, if any.

3. EMPLOYMENT RESPONSIBILITIES.

- 3.01. Teacher agrees to teach and/or supervise in an assignment for which Teacher is certified. The Board may, at its discretion, assign additional tasks for which Teacher is certified or may obtain certification, together with extra-curricular assignments. Teacher further agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, in-service workshops, open houses and the like as may be assigned by the District's administration.
- 3.02. This Contract is subject to all applicable state and federal laws as well as the rules, regulations and policies of the District now in force or as may be adopted or amended by the Board. The Board will provide Teacher with a copy of the rules, regulations and policies in force. Teacher agrees to conform to all applicable laws, rules, regulations and policies. Teacher is further subject to the supervision and control of the District Administrator and other administrators appointed by the Board.
- 3.03. In case of a direct conflict between any rules, regulations or policies of the Board and any specific provisions of this Contract, this Contract shall control.
- 3.04. If employed under a full-time contract, Teacher agrees to devote full time to the duties and responsibilities normally expected of persons assigned to Teacher's position. Teacher shall not engage in any pursuit or accept any other employment which interferes with the proper discharge of Teacher's duties and responsibilities. The Board reserves the right, in its sole discretion, to determine whether outside pursuits or other employment interferes with the proper discharge of Teacher's duties and responsibilities.
- 3.05. The Board shall make available to Teacher, a written job description outlining the duties, obligations, services and responsibilities of a teacher employed by the Board. The Board retains the right to develop and/or alter the written job description at any time.

3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
After June 30 but prior to August 1	\$1,000.00
After July 31 but prior to August 15	\$1,500.00
After August 14	\$2,500.00

This express intent to liquidate the uncertain damages and harm to the District from such a breach is not the exclusive remedy or right of the District but is, rather, an alternative right and remedy and shall not, unless the District elects to rely on the same, preclude the District from seeking

and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
5. ATTORNEY'S FEES AND COSTS. Should the District initiate litigation to enforce the Liquidated Damages provision of this Contract and ultimately prevail, the District shall be entitled to recover its costs including, but not limited to, actual attorney's fees and costs, from Teacher.
6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
7. CONTRACT RENEWAL/NON-RENEWAL. Renewal and non-renewal of this Contract shall be governed by Wis. Stat. § 118.22, as appropriate. Non-renewal of this Contract due to performance is not subject to the District's Grievance Procedure.
8. INVALID PROVISIONS – SAVINGS CLAUSE. If any article or part of this Contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this Contract shall not be effected thereby.
9. LAWS OF COMPETENT JURISDICTION. This Contract is governed by the laws of the State of Wisconsin.
10. COMPLETE AGREEMENT. The parties understand and agree that this document contains their entire agreement as to the matters addressed in this Contract.

This Contract is not valid unless signed and returned to the District Office by Teacher on or before June 15, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

- I elect to receive pay in twenty-four (24) installments.
- Divided equally and paid over twenty-four (24) payrolls.
- Divided equally and paid over twenty-four (24) payrolls, however I elect to have the salary amounts for June, July and August paid to me in one lump sum on June 15, 2023.

Teacher Signature

Date





**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

IT IS HEREBY AGREED by and between the **SCHOOL BOARD FOR THE SCHOOL DISTRICT OF MANAWA** (hereinafter designated as the “Board”) and **Name** (hereinafter designated as “Teacher”) that the Board employs Teacher pursuant to the following terms and conditions:

1. CONTRACT TERM.

- 1.01. Teacher agrees to faithfully perform all duties and responsibilities as assigned by the Board for a period of **188** days at **1.0** Full-Time Equivalent (FTE), beginning July 1, 2022 and ending June 30, 2023.
- 1.02. This Contract shall require Teacher to work the schedule adopted by the Board (as may be amended from time to time).
- 1.03. This Contract shall terminate by agreement of the parties at the conclusion of the one-year term provided for herein and shall have no force or effect thereafter.

2. COMPENSATION.

- 2.01. For services properly rendered, Teacher is to be paid a total annual salary of **Dollar Amount** dollars (**\$00,000.00**) equal to Level **A1**, less appropriate withholding. Teacher’s total annual salary is subject to adjustment, if any, in conformance with the evaluation and compensation system adopted by the Board or as otherwise permitted by law, subject only to collective bargaining, as appropriate.
- 2.02. The Board shall pay Teacher during the term of this Contract in semi-monthly installments payable by the 15th and final business day of each month beginning with the first pay period of the 2022-2023 school year for a total of twenty (20) installments. Teacher may defer payment of a prorated portion of the annual salary through August 15, 2023 by electing to receive pay in twenty-four (24) installments. The selection of the twenty-four (24) installment payment option must be made at the time this Contract is signed and may not be rescinded during the term of this Contract. Once selected, the twenty-four (24) installment payment option shall remain in effect for renewal of this or future contracts, if any, unless written notice to return to twenty (20) installment payments is provided to the Business Office at the time any future contracts are signed and returned.

- 2.03. The Board and Teacher acknowledge and agree that Teacher's total annual salary in subsequent contract years, if any, may be increased or decreased in conformance with the evaluation and compensation system adopted by the Board.
- 2.04. The Board may provide Teacher with employment benefits that it may from time to time deem appropriate for teachers generally, as specified in Board policies and any Employee Handbook. The nature of the benefits shall be determined by the Board. If provided, the benefits are subject to review and adjustment during the term of this Contract. Moreover, any benefits offered are not guaranteed to Teacher in future contracts, if any.
3. EMPLOYMENT RESPONSIBILITIES.
- 3.01. Teacher agrees to teach and/or supervise in an assignment for which Teacher is certified. The Board may, at its discretion, assign additional tasks for which Teacher is certified or may obtain certification, together with extra-curricular assignments. Teacher further agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, in-service workshops, open houses and the like as may be assigned by the District's administration.
- 3.02. This Contract is subject to all applicable state and federal laws as well as the rules, regulations and policies of the District now in force or as may be adopted or amended by the Board. The Board will provide Teacher with a copy of the rules, regulations and policies in force. Teacher agrees to conform to all applicable laws, rules, regulations and policies. Teacher is further subject to the supervision and control of the District Administrator and other administrators appointed by the Board.
- 3.03. In case of a direct conflict between any rules, regulations or policies of the Board and any specific provisions of this Contract, this Contract shall control.
- 3.04. If employed under a full-time contract, Teacher agrees to devote full time to the duties and responsibilities normally expected of persons assigned to Teacher's position. Teacher shall not engage in any pursuit or accept any other employment which interferes with the proper discharge of Teacher's duties and responsibilities. The Board reserves the right, in its sole discretion, to determine whether outside pursuits or other employment interferes with the proper discharge of Teacher's duties and responsibilities.
- 3.05. The Board shall make available to Teacher, a written job description outlining the duties, obligations, services and responsibilities of a teacher employed by the Board. The Board retains the right to develop and/or alter the written job description at any time.

3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
After June 30 but prior to August 1	\$1,000.00
After July 31 but prior to August 15	\$1,500.00
After August 14	\$2,500.00

This express intent to liquidate the uncertain damages and harm to the District from such a breach is not the exclusive remedy or right of the District but is, rather, an alternative right and remedy and shall not, unless the District elects to rely on the same, preclude the District from seeking and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
5. ATTORNEY’S FEES AND COSTS. Should the District initiate litigation to enforce the Liquidated Damages provision of this Contract and ultimately prevail, the District shall be entitled to recover its costs including, but not limited to, actual attorney’s fees and costs, from Teacher.
 6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
 7. CONTRACT RENEWAL/NON-RENEWAL. Renewal and non-renewal of this Contract shall be governed by Wis. Stat. § 118.22, as appropriate. Non-renewal of this Contract due to performance is not subject to the District’s Grievance Procedure.
 8. INVALID PROVISIONS – SAVINGS CLAUSE. If any article or part of this Contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this Contract shall not be effected thereby.
 9. LAWS OF COMPETENT JURISDICTION. This Contract is governed by the laws of the State of Wisconsin.
 10. COMPLETE AGREEMENT. The parties understand and agree that this document contains their entire agreement as to the matters addressed in this Contract.

This Contract is not valid unless signed and returned to the District Office by Teacher on or before June 15, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

- I elect to receive pay in twenty-four (24) installments.
- Divided equally and paid over twenty-four (24) payrolls.
- Divided equally and paid over twenty-four (24) payrolls, however I elect to have the salary amounts for June, July and August paid to me in one lump sum on June 15, 2023.

Teacher Signature

Date





**SCHOOL DISTRICT OF MANAWA
2022-2023 Individual Teaching Contract**

IT IS HEREBY AGREED by and between the **SCHOOL BOARD FOR THE SCHOOL DISTRICT OF MANAWA** (hereinafter designated as the “Board”) and **Name** (hereinafter designated as “Teacher”) that the Board employs Teacher pursuant to the following terms and conditions:

1. CONTRACT TERM.

- 1.01. Teacher agrees to faithfully perform all duties and responsibilities as assigned by the Board for a period of **188** days at **1.0** Full-Time Equivalent (FTE), beginning July 1, 2022 and ending June 30, 2023. Teacher is responsible for three (3) instrumental music concerts and the Solo & Ensemble Festival as part of this contract.
- 1.02. This Contract shall require Teacher to work the schedule adopted by the Board (as may be amended from time to time).
- 1.03. This Contract shall terminate by agreement of the parties at the conclusion of the one-year term provided for herein and shall have no force or effect thereafter.

2. COMPENSATION.

- 2.01. For services properly rendered, Teacher is to be paid a total annual salary of **Dollar Amount** dollars (**\$00,000.00**) equal to Level **A1**, less appropriate withholding. Teacher’s total annual salary is subject to adjustment, if any, in conformance with the evaluation and compensation system adopted by the Board or as otherwise permitted by law, subject only to collective bargaining, as appropriate.
- 2.02. The Board shall pay Teacher during the term of this Contract in semi-monthly installments payable by the 15th and final business day of each month beginning with the first pay period of the 2022-2023 school year for a total of twenty (20) installments. Teacher may defer payment of a pro-rated portion of the annual salary through August 15, 2023 by electing to receive pay in twenty-four (24) installments. The selection of the twenty-four (24) installment payment option must be made at the time this Contract is signed and may not be rescinded during the term of this Contract. Once selected, the twenty-four (24) installment payment option shall remain in effect for renewal of this or future contracts, if any, unless written notice to return to twenty (20) installment payments is provided to the Business Office at the time any future contracts are signed and returned.

- 2.03. The Board and Teacher acknowledge and agree that Teacher's total annual salary in subsequent contract years, if any, may be increased or decreased in conformance with the evaluation and compensation system adopted by the Board.
- 2.04. The Board may provide Teacher with employment benefits that it may from time to time deem appropriate for teachers generally, as specified in Board policies and any Employee Handbook. The nature of the benefits shall be determined by the Board. If provided, the benefits are subject to review and adjustment during the term of this Contract. Moreover, any benefits offered are not guaranteed to Teacher in future contracts, if any.

3. EMPLOYMENT RESPONSIBILITIES.

- 3.01. Teacher agrees to teach and/or supervise in an assignment for which Teacher is certified. The Board may, at its discretion, assign additional tasks for which Teacher is certified or may obtain certification, together with extra-curricular assignments. Teacher further agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, in-service workshops, open houses and the like as may be assigned by the District's administration.
- 3.02. This Contract is subject to all applicable state and federal laws as well as the rules, regulations and policies of the District now in force or as may be adopted or amended by the Board. The Board will provide Teacher with a copy of the rules, regulations and policies in force. Teacher agrees to conform to all applicable laws, rules, regulations and policies. Teacher is further subject to the supervision and control of the District Administrator and other administrators appointed by the Board.
- 3.03. In case of a direct conflict between any rules, regulations or policies of the Board and any specific provisions of this Contract, this Contract shall control.
- 3.04. If employed under a full-time contract, Teacher agrees to devote full time to the duties and responsibilities normally expected of persons assigned to Teacher's position. Teacher shall not engage in any pursuit or accept any other employment which interferes with the proper discharge of Teacher's duties and responsibilities. The Board reserves the right, in its sole discretion, to determine whether outside pursuits or other employment interferes with the proper discharge of Teacher's duties and responsibilities.
- 3.05. The Board shall make available to Teacher, a written job description outlining the duties, obligations, services and responsibilities of a teacher employed by the Board. The Board retains the right to develop and/or alter the written job description at any time.

3.06. This Contract is conditioned upon Teacher's possession of a valid Wisconsin teacher's license or certificate as required by the laws of the State of Wisconsin. This Contract shall be void and shall terminate by mutual agreement of the parties if Teacher fails to conform to the provisions of Wis. Stat. §§ 118.21 and 118.22 including, but not limited to, if Teacher fails to submit a full and complete application to renew Teacher's license or certificate before Teacher's prior license or certificate expires, if Teacher fails to secure the appropriate license or certificate on a timely basis, if Teacher fails to submit to the Wisconsin Department of Public Instruction a request for a background check at least once every five (5) years (to maintain Teacher's Lifetime License) and/or if Teacher fails to file a statement with the District Clerk showing the date of expiration and grade and character of all teacher certificates or licenses held.

4. CONTRACT TERMINATION.

4.01. Teacher confirms that Teacher is not under contract with any other school district for the period covered by this Contract.

4.02. The disqualification of Teacher to continue teaching for any legal cause whatsoever shall immediately terminate and render this Contract null and void. Teacher may be disciplined or discharged in conformance with Board policy.

4.03. Except as may be modified by this Contract or by law, Teacher's employment may be terminated by the Board during the term of this Contract for non-arbitrary and non-capricious reasons, after notice has been provided to Teacher.

4.04. Should Teacher seek to be released from this Contract, Teacher shall submit a written request for release to the Board, together with payment of liquidated damages. The parties agree that this Contract constitutes a binding legal contract, the breach of which will result in liability for damages. It is specifically agreed that in the event Teacher breaches this Contract, the following liquidated damages will flow from such breach and the Board may, at its option, demand and recover from Teacher such amount of liquidated damages:

After June 1 but prior to July 1	\$500.00
After June 30 but prior to August 1	\$1,000.00
After July 31 but prior to August 15	\$1,500.00
After August 14	\$2,500.00

This express intent to liquidate the uncertain damages and harm to the District from such a breach is not the exclusive remedy or right of the District but is, rather, an alternative right and remedy and shall not, unless the District elects to rely on the same, preclude the District from seeking

and recovering the actual amount of damages resulting from such a breach by Teacher.

- 4.05. This Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties.
5. ATTORNEY'S FEES AND COSTS. Should the District initiate litigation to enforce the Liquidated Damages provision of this Contract and ultimately prevail, the District shall be entitled to recover its costs including, but not limited to, actual attorney's fees and costs, from Teacher.
6. LAYOFF. The Board reserves the right to lay off Teacher, including partial layoff through a reduction in FTE, based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff, unless impractical to do so. It is understood that as a layoff, the non-renewal procedures of Wis. Stat. § 118.22, do not apply.
7. CONTRACT RENEWAL/NON-RENEWAL. Renewal and non-renewal of this Contract shall be governed by Wis. Stat. § 118.22, as appropriate. Non-renewal of this Contract due to performance is not subject to the District's Grievance Procedure.
8. INVALID PROVISIONS – SAVINGS CLAUSE. If any article or part of this Contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this Contract shall not be effected thereby.
9. LAWS OF COMPETENT JURISDICTION. This Contract is governed by the laws of the State of Wisconsin.
10. COMPLETE AGREEMENT. The parties understand and agree that this document contains their entire agreement as to the matters addressed in this Contract.

This Contract is not valid unless signed and returned to the District Office by Teacher on or before July 30, 2022.

Dated this 0th day of April 2022.

SCHOOL DISTRICT OF MANAWA

Board President

Board Clerk

I, the undersigned Teacher, hereby accept the provisions set forth in this Contract.

(Teacher only needs to mark choices below if Teacher elects not to have their total annual salary divided and paid equally over twenty (20) payrolls from August 31, 2022 through June 15, 2023).

- I elect to receive pay in twenty-four (24) installments.
- Divided equally and paid over twenty-four (24) payrolls.
- Divided equally and paid over twenty-four (24) payrolls, however I elect to have the salary amounts for June, July and August paid to me in one lump sum on June 15, 2023.

Teacher Signature

Date





Students choosing to excel; realizing their strengths.

To: Board of Education
From: Dr. Melanie J. Oppor
Date: July 6, 2021
Re: Professional Educator Salary Advancement

The following staff members have completed all the requirements to be eligible for the salary advancement to the next level:

- Janet Abbey
- Sarah Bortle
- Jill Seka

Their full packets are available for Board of Education review. Thank you for your thoughtful consideration.



E5750 Hwy 54
 Weyauwega WI 54983
 Office: 920.596.2610
 Scott Spiegelberg: 920.538.0642
 Jordan Spiegelberg: 920.538.0392
www.spiegelberginc.com

Date: 3/22/2022 Project: Long Jump Runway & 2 Pits
 Customer: Melanie Oppor mopper@manawaschools.org Description:
 Contact: Patric 608-434-3573 Location: Manawa

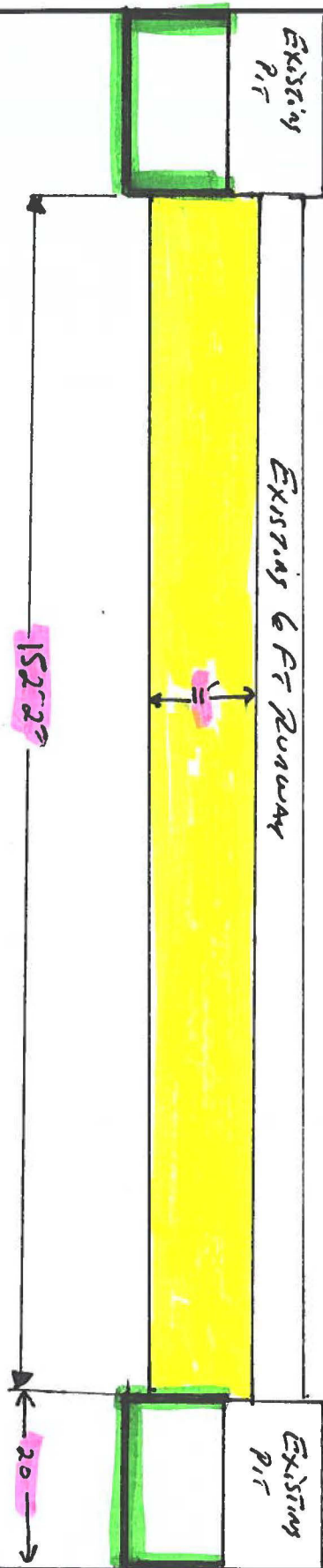
Qty	Finished Concrete Work	Cost	Total
0	Sq. ft. of 4" Interior Flatwork, cost to Pour and Power Trowel Finish		
0	Sq. ft. of 4" Exterior Flatwork, cost to Pour and Broom Finish		
1678	Sq. ft. of 4" Exterior Flatwork, cost to Pour and Broom Finish (11' x 152' 2" runway)		
0	Sq.ft. of 4" Exterior Flatwork, cost to Pour and Stamp Concrete		
27	Cost per yard of concrete (#4000 PSI) for flatwork		
0	Cost per yard of concrete (#4000 PSI 6 bag Special Finishing Mix)		
4	Cost Per Concrete Truck, Fuel Surcharge Allowance.		
0	Concrete Winter Heat Charge Allowance (Concrete poured Nov. 1 to April 1)		
0	Color for Concrete allowance (\$15 - \$100 yard)		
0	Cost per Cement Truck to wash out from colored concrete.		
0	Concrete Pump Allowance Per Yard		
0	Concrete Power Buggy Allowance		
0	Ft. of 10" x 20" Perimeter Grade Beam with Continuous Runs of #4 Rebar		
0	Ft. of 8" x 4' Frost Wall and Footing		
80	Ft. of 12" x 12" Curb		
	Extras:		
0	4" x 6' Galvanized Guard Post Installed		
0	6 5/8" x 6'8" Steel Guard Post Installed and Filled With Concrete		
1678	Sq. Ft. of TK AS-1 Cure and Seal, Interior Sealer Installed		
0	Sq. Ft. of TK 26UV Cure and Seal, Exterior Sealer Installed		
0	Sheets of 2" Foam Insulation for under Floor (by)		
0	Sheets of 2" Foam Insulation for Perimeter of Foundation (by)		
0	Sq. Ft. of Vapor Barrier Installed		
0	Lf. Ft. of Expansion Joint		
0	Ft. of Polymar Trench Drain Allowance (Plumbing by Plumber)		
1	Excavation Work Allowance		
0	Concrete Disposal / Hauling Allowance		
2	Loads of Gravel Allowance		
1	Job Setup / Travel		
	Reinforcement Options:		
0	Cost per sq. ft. for 10 Gauge Wire Mesh		
0	Cost per sq. ft. for 6 gauge Wire Mesh sheets		
0	Cost per sq. ft. for #4 rebar 36" OC tied		
0	Cost per sq. ft. for #3 rebar 24" OC tied		
0	Cost per sq. ft. for #4 rebar 24" OC tied		
0	Cost per sq. ft. for #4 rebar 18" OC tied		
27	Cost per yard for 1.5 lbs. Forta Fiber		
0	Cost per yard for 3 lbs. Forta Fiber		
1600	Cost per ft of extra rebar installed		
	Project Total		\$ 19,238.46


Note:

Owner is responsible for all excavation, digging, backfilling and fill compacted in place
 There must be a accessible driveway for concrete pump and trucks for pouring.
 Our Proposal Includes Fine Grading The Site To Ensure Uniform and Consistent Concrete Thickness

For A Job Done Right!

MANAWA
New
Long Jump
& Jump PITS



 12" x 12" CURB

 FLATWORK



BID PROPOSAL

DATE: December 15, 2021

TO: Dr. Melanie Oppor
District Administrator
School District of Manawa

PROJECT: High School Track
(New Long/Triple Jump Runway)

BID INCLUDES

Application of a black **FT Poly Mat 5K** – a cast-in-place, durable, resilient, all-weather, running track surface consisting of polyurethane bound rubber base mat. The thickness of the rubber surface shall be 13mm.

Materials, equipment and installation by Fisher Tracks, Inc.

Bid includes the application to the new long/triple jump runway matching the existing runway in length and width.

***FT POLY MAT 5K PRICE: -----\$1,323.00**

***Price is based on installation performed in conjunction with track surfacing project.**

Notes:

1. Add 1% if Fisher Tracks, Inc. is to provide a performance bond.
2. Bid is based on a 2022 installation.
3. Price does not include sales or use tax if applicable
4. Fisher Tracks, Inc is a member of the America Sports Builders Association and has (3) Certified Track Builders on staff.

BY:

Darin Olofson, CTB
Track Consultant
Fisher Tracks, Inc.



Fisher Tracks, Inc.
1192 235th Street • Boone, IA 50036
800-432-3191 • 515-432-3191 • FAX 515-432-3193
www.fishertracks.com





To: Dr. Oppor, Manawa Board of Education
Fr: Dan Wolfgram, Brad Johnson
Date: 4/1/2022
Re: Varsity Baseball Timber Rattler Expenditure

The Manawa Varsity Baseball Team is slated to play a game against Wautoma on Wednesday, May 18 at the Wisconsin Timber Rattler Stadium in the Fox Valley. The game will take place following the normally scheduled Timber Rattler game. The purpose of this memo is to request approval to use this opportunity as a potential fundraiser.

This event departs from the traditional fundraiser in that there is financial risk associated if the team does not sell enough tickets to the event.

Proposal: Sell public tickets for \$10 @ piece.

158 Public Tickets (minimum)	Sale Price of \$10 @ piece	\$1,580
Player & Coach Tickets	15 players/2 coaches at \$10 @ piece	-\$192
Timber Rattler Fee		-\$1,225
Baseball Activity Account Profit		\$163

- Of the 158 tickets to be sold:
 - Any unsold ticket would be an added \$10 out of the profit.
 - Each additional ticket sold over 158 would add \$10 to the profit.

School District of Manawa
800 Beech Street
Manawa, WI 54949

Phone: (920) 596-2525
Fax: (920) 596-5308

**Little Wolf High School
Manawa Middle School**

515 E. Fourth St
Manawa, WI 54949
Phone: (920) 596-2524
Fax: (920) 596-2655

Manawa Elementary

800 Beech Street
Manawa, WI 54949

Phone: (920) 596-2238
Fax: (920) 596-5339

ManawaSchools.org



/ ManawaSchools



/ ManawaSchools