

Minutes of a January 17, 2022 School District of Manawa Regular Board of Education Meeting

Call to Order – President Johnson – 7:01 p.m. – MES Boardroom, 800 Beech Street

Pledge of Allegiance

Roll Call - Griffin, Pethke, J. Johnson, R. Johnson, Reiersen, Jepson, and Hollman.

Verify Publication of Meeting - Dr. Oppor verified.

Presentations: ERVING Network Overview - Jamie Lane said ERVING Network stands for Embarrass River Valley Instructional Group who serves Bonduel, Gresham, Iola-Scandinavia, Marion, Rosholt, Tigerton, Wittenberg-Birnamwood, and Weyauwega-Fremont in the network. They use technology and telecommunication to expand and enrich educational opportunities for students grades K-12. Each district contributes \$9,142 equally for 2021-2022 and is a one-time contribution to the money market account. Schools receive a stipend for classes they originate or billed for classes received. Costs are \$200 per student/semester for regular classes, and \$250 student/semester for any dual credit or AP courses. There are grant opportunities. State Report Card Action Steps and Student Discipline Data - Principals - Three elementary students have had in-school suspensions this year so far. The middle school has had three out-of-school suspensions to date and LWHS has had eight out-of-school suspensions and four in-school suspensions. The principals went through curricular changes for both reading and math. They are implementing a rebooted Professional Learning Community structure.

Announcements: Contributions to the District - Sacred Heart Catholic Church \$200 donation for use of the elementary school for their Annual Gift and Craft Show, Scandinavia Garden Club \$100 donation for the Urgent Needs Fund, Wayne and Cheryl Heiman \$20 donation for the Urgent Needs Fund, Dr. Melanie J. Oppor donation of \$200 for Title I Books for Children, Clarification from December 20, 2021 Meeting - René Lehman donation of lures and deer labs valued at \$100 for the Agriculture Education. Other Contributions - None.

Approved by Consent:

Approve Minutes of the December 20, 2021 Board Meeting, Treasurer's Report: Approve Expenditures \$267,504.72 & Receipts \$132,739.31, Donations: Sacred Heart Catholic Church \$200 donation for use of the elementary school for their Annual Gift and Craft Show, Scandinavia Garden Club \$100 donation for the Urgent Needs Fund, Wayne and Cheryl Heiman \$20 donation for the Urgent Needs Fund, Dr. Melanie J. Oppor donation of \$200 for Title I Books for Children, Clarification from December 20, 2021 Meeting - René Lehman donation of lures and deer labs valued at \$100 for the Agriculture Education, Approve of Early Graduation Requests as Presented, Approve of Additional Special Education Paraprofessional as Presented, and Approve of SY21/22 Head Softball Coach as Presented.

Any Item Removed from Consent Agenda: None

Public Comments: Mary Griffin, Manawa Booster Club said as of today, they have raised \$130,915.031 for the track with over 150 individuals and businesses contributing to the fundraising effort. The goal has been met but they will continue to take donations until the end of January.

Correspondence: No correspondence this month.

Board Recognition: None this Month.

District Administrator's Report: Student Council Representative - Olivia Santos is a 9th grade student who is involved in a lot of sports including varsity basketball, as well as Quiz Bowl, Leadership Council, FFA, and Student Council. The Student Council will be providing free snacks for students during finals, and selling shakes for Valentine's Day and St. Patrick's Day. They are doing an Animal Pet Drive right now to benefit the Waupaca County Humane Society. She is not aware of any issues that the Student Council wanted to bring forward to the Board of Education. Legislative Update, Monthly Enrollment Update, Curriculum Update, COVID-19 Update, ALICE Implementation Update, and 2022 Spring Board of Education Election Update and February Primary.

School Operations Reports: ES Principal / Special Education Director, and MS / HS Principal: Highlights - Included in Board Packet.

Business Related Reports: Highlights - Included in Board Packet, IRS Mileage Reimbursement Rate 2022, Audit Report Review, and Kobussen Transportation Report.

Director's Reports: District Reading Specialist, and Technology Director: Highlights - Included in Board Packet.

Board Comments: None

Committee Reports: Minutes were included in the board packet for a Curriculum Committee, Finance Committee, and Policy & Human Resources Committee

Unfinished Business:

Consider Approval of NEOLA Policy Updates from Volume 30, No. 2 + Special Update as Listed

- i. PO0100 - Definitions
- ii. PO0122 - Board Powers
- iii. PO0144.3 - Conflict of Interest
- iv. PO0145 - Board Member Anti-Harassment

- v. PO1210 - Board - District Administrator Relationship
- vi. PO1422 - Nondiscrimination and Anti-Harassment - Nondiscrimination and Equal Employment Opportunity
- vii. PO1422.02 - Nondiscrimination and Anti-Harassment - Nondiscrimination Based on Genetic Information of the Employee
- viii. PO1623 - Nondiscrimination and Anti-Harassment - Section 504/ADA Prohibition Against Disability Discrimination in Employment
- ix. PO1662 - Nondiscrimination and Anti-Harassment - Employee Anti-Harassment
- x. PO2240 - Controversial Issues in the Classroom
- xi. PO2260 - Nondiscrimination and Anti-Harassment - Nondiscrimination and Access to Equal Education Opportunity
- xii. PO2260.01 - Nondiscrimination and Anti-Harassment - Section 504/ADA Prohibition Against Discrimination Based on Disability
- xiii. PO2414 - Human Growth and Development
- xiv. PO2430 - District-Sponsored Clubs and Activities
- xv. PO3120 - Employment of Professional Staff
- xvi. PO3122 - Nondiscrimination and Anti-Harassment - Nondiscrimination and Equal Employment Opportunity
- xvii. PO3122.02 - Nondiscrimination and Anti-Harassment - Nondiscrimination Based on Genetic Information of the Employee
- xviii. PO3170 - Substance Abuse
- xix. PO3215 - Use of Tobacco and Nicotine by Professional Staff
- xx. PO3216 - Staff Dress and Grooming
- xxi. PO3230 - Ethics and Conflict of Interest
- xxii. PO3362 - Nondiscrimination and Anti-Harassment - Employee Anti-Harassment
- xxiii. PO4120 - Employment of Support Staff
- xxiv. PO4122 - Nondiscrimination and Anti-Harassment - Nondiscrimination and Equal Employment Opportunity
- xxv. PO4122.02 - Nondiscrimination and Anti-Harassment - Nondiscrimination Based on Genetic Information of the Employee
- xxvi. PO4123 - Nondiscrimination and Anti-Harassment - Section 504/ADA Prohibition Against Disability Discrimination in Employment
- xxvii. PO4161 - Unrequested Leaves of Absence/Fitness for Duty
- xxviii. PO4170 - Substance Abuse
- xxix. PO4215 - Use of Tobacco and Nicotine by Support Staff
- xxx. PO4216 - Support Staff Dress and Grooming
- xxxi. PO4230 - Ethics and Conflict of Interest
- xxxii. PO4362 - Nondiscrimination and Anti-Harassment - Employee Anti-Harassment
- xxxiii. PO5512 - Use of Tobacco and Nicotine by Students
- xxxiv. PO5520 - Disorderly Conduct
- xxxv. PO5720 - Student Activism - *Updated grammatical error*
- xxxvi. PO5880 - Public Performances by Students

- xxxvii. PO6152 - Student Fees, Fines, and Charges
- xxxviii. PO7434 - Use of Tobacco and Nicotine on School Premises
- xxxix. PO7440.01 - Video Surveillance and Electronic Monitoring
- xl. PO7450 - Property Inventory
- xli. PO7455 - Accounting System for Capital Assets
- xlii. PO9270 - Home-Based, Private, or Tribal Schooling
- xliii. PO9500 - Relations with Education Institutions and Organizations
- xliv. PO9700 - Relations with Non-School Affiliated Groups
- xlv. PO0144.2 - Board Member Ethics
- xlvi. PO0174.2 - School Performance Report
- xlvii. PO1130 - Ethics and Conflict of Interest
- xlviii. PO5112 - Entrance Age

Motion by Reiersen / R. Johnson to Approve of NEOLA Policy Updates from Volume 30, No. 2 + Special Update as Listed. Motion carried.

New Business:

Discuss Ways to Support Staff Morale and Well-being Through Present Staffing Challenges. Many different scenarios were discussed at length including using some snow days for staff relief when there is a better idea if snow days will not be used. They discussed allowing teachers/staff to leave on Friday's as soon as the student's are gone. They talked about staff reporting to school on Tuesday, January 25 with no students as a break.

School Closure Day - Motion by Hollman / R. Johnson to give Dr. Oppor the Authority to Close School as she sees fit for Staff Mental Health Day now through February 28, 2022. Motion carried.

Reinstate a Board of Education approved practice used once in November 2019 at Manawa Elementary School: "Teachers asked to double-up classes will receive \$120 per day, \$60 per half day, or \$20 per teaching hour." Motion by Griffin/ Jepson to Approve Compensation for Teachers who are asked to double-up classes at \$120 per day, \$60 per half day, or \$20 per teaching hour - this plan ends February 28, 2022. Motion carried.

Motion by Jepson / Reiersen to Approve January 24, 2022 as a Prep Day/Records Day for all Professional Staff, no PD, and no students. Motion carried. R. Johnson recused himself.

Motion by Jepson / Hollman to Approve Professional Staff the ability to leave early on Friday's, no earlier than 3:00 p.m., now through February 28, 2022 after all students have left their care safely. Motion carried. R. Johnson recused himself.

Motion by Hollman / Griffin to Approve Compensation to Teachers and Administrators who doubled-up classes at \$120 per day, \$60 per half day, or \$20 per teaching hour, compensation retroactive to the start of this school year through February 28, 2022. Motion carried. R. Johnson recused himself.

Motion by Jepson / Hollman to Approve Tuesday, February 22, 2022, will be a full day of Preparation and Records for teachers (no students). Support staff should consult with their supervisor about whether to work or not on that date. The instructional time for this day will be deducted from the snow day allocation. Motion carried. R. Johnson recused himself.

Motion by Hollman / Reiersen to Approve of SY2022-2023 Open Enrollment Available Space. Motion carried.

Motion by Reiersen / Pethke to Approve of Additional Special Education Paraprofessional as Presented. Motion carried.

Motion by Griffin / Jepson to Approve of LWHS 2022-23 Course of Study Guide as Presented. Motion carried.

Motion by Jepson / Hollman to Approve of Secondary ELA and Math Resource Course Proposal as Presented. Motion carried.

Motion by Jepson / Griffin to Approve of the Grades 6-12 Sources of Strength Club as Presented. Motion carried.

Motion by Jepson / Hollman to Approve of Revised SY2022-23 School District of Manawa Clubs and Organizations Listing as Presented. Motion carried.

Motion by Reiersen / Hollman to Approve of Substitute Teacher Incentive as Presented - bonus starts retroactively and the rate of pay starts January 18, 2022 - bonus does not apply to current staff and only substitutes. Motion carried. Griffin and R. Johnson recused themselves.

First Reading of Revised PO5460 - Graduation Requirements as Presented

Motion by R. Johnson / Pethke to Approve of Revised AG5460 - Graduation Requirements as Presented. Motion carried.

First Reading of Revised PO8500 - Food Services as Presented

Motion by Reiersen / Pethke to Approve of Revised COVID-19 Protocol as Presented. Motion carried.

Next Meeting Dates:

January 24, 2022 District Ad hoc Safety Committee Meeting - 5:30 p.m.

January 25, 2022 Buildings & Grounds Committee Meeting - 4:00 p.m.

January 31, 2022 Policy & Human Resources Committee Meeting - 6:00 p.m.

February 1, 2022 BOE Ad Hoc Recognition Committee Meeting - 5:00 p.m.

February 10, 2022 Township of Little Wolf Council Meeting - Dr. Oppor: Annual State of the District Presentation - 7:00 p.m. Town Hall

February 15, 2022 Finance Committee Meeting - 6:00 p.m.

February 23, 2022 Curriculum Committee Meeting - 6:00 p.m.

February 28, 2022 Board of Education Regular Meeting - 7:00 p.m.

March 14, 2022 Finance Committee Meeting - 6:00 p.m.

Closed Session – the Board of Education Shall Move into Closed Session Pursuant to the Provisions of 19.85(1)(c) and (f), Wis. Statutes, for the Purposes of: Discussing the Employment Status of Employees Over Which the Board Has Jurisdiction or Exercises Responsibility 1) Grievance Settlement Agreement; 2) Administrator Evaluation

Motion by Jepson / Hollman to move into Closed Session at 9:56 p.m. Motion carried.

Roll call Reierson, Griffin, R. Johnson, J. Johnson, Pethke, Hollman, Jepson

Board May Act on Items Discussed in Closed Session

Motion by Reierson / Griffin to Adjourn Closed Session and Move into Open Session at 10:25 p.m. Roll call Reierson, Griffin, R. Johnson, J. Johnson, Pethke, Hollman, Jepson. Motion carried.

Motion by Griffin / Jepson to adjourn at 10:25 p.m.

Stephanie Flynn, Recorder

Bobbi Jo Pethke, Recorder