

Phillips Board of Education Regular Board Meeting

Monday, February 17, 2014
6:00 PM

Phillips Middle School IMC
365 Highway 100
Phillips, Wisconsin

Our Vision:

Preparing for Tomorrow

Our Mission:

To inspire and empower all students to reach their greatest potential.

Our Goals:

- Review and assess educational opportunities annually throughout the District that enables each student to achieve their greatest academic and social growth.
 - Develop annual objectives and plans that will promote safety and security.
- To create added awareness of the District by implementing or expanding communication strategies that involve family and community members throughout the District.

School District of Phillips Regular Board Meeting Agenda		Facilitator	Page #
I.	Call to Order (Pledge of Allegiance)	Baratka	
II.	Roll Call of Board Members	Baratka	
III.	Review of Compliance of Open Meeting Law	Baratka	
IV.	Public Participation Forum - Where members of the public will be allowed to make brief presentations to the board on items of interest to the school district. No action will be taken on items presented.	Baratka	
V.	2014 Education Convention Report	Board Members	
VI.	Administrative Reports and Committee Reports	Hoogland	
	A. Principal Report – PhMS/PHS		
	1. PHS Valedictorian and Salutatorian for Class of 2014		
	2. PHS Recipient of the Academic Excellence Scholarship		
	3. Students of the Month		
	4. Parents Who Host Lose the Most Campaign		
	5. Educator Effectiveness Update	Scholz	
	B. Principal Report – PES		
	1. Students of the Month		
	2. Educator Effectiveness Update	Lemke	
	C. Director of Pupil Services Report		
	1. Rtl Winter Assessment Update	Schleife	
	D. Student Liaison Report	Morgan	
	E. Superintendent Report		
	1. Leadership Committee Team Update		
	2. Begin Discussion of Compensation Models	Arndt	
	F. Business Services Committee – February 13, 2014		
VII.	Items for Discussion and Possible Action	Pesko/Adolph	
	A. 2014-2015 Calendar	Rodewald	PDF
	B. CESA #12 Contract	Rodewald	
	C. 2013-2014 Budget Amendments		PDF
VIII.	Consent Items		
	A. Approval of Minutes from January 20, 2014 Regular Board Meeting		19-22
	B. Approval of Personnel Report – Spring Coaches	Baratka	23
	C. Approval of Policies for Second Reading		
	1. #425 Rule District Procedures for Dealing with Public School Open Enrollment Applications - Revise	Baratka	24-27
	2. #345.64 One-Half Credit Physical Education Exemption - New		28
	3. #411.1 Harassment Policy – Student - Revise		29-31
	D. Approval of Bills		PDF
IX.	Items for Next Board Meeting		
X.	Adjourn		

School District of Phillips - DRAFT

2014-2015 School Calendar

August 2014						
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3	4	5	6	7	8	9
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September 2014						
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October 2014						
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November 2014						
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December 2014						
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January 2015						
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February 2015						
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March 2015						
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April 2015						
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May 2015						
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June 2015						
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July 2015						
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Beginning of Quarters/Semester

9/2, 11/3, 1/23 (also 1pm dismiss), 3/30

Vacation / No School

9/1, 11/24, 11/25, 11/26, 11/27, 11/28, 12/24-1/2, 2/27, 4/3, 4/6, 5/25

No school for students, Staff Inservice Days

8/12, 8/13, 8/14, 8/27,

1:00 pm release days, District Collaboration

9/19, 10/24, 11/21, 12/23, 1/23, 2/20, 3/20, 4/24

Graduation: May 22, 2015

Last day of classes

SCHOOL DISTRICT OF PHILLIPS

Notice is hereby given, in accordance with the provisions of Wisconsin Statute 65.90(5)(a), that the School Board of Phillips, on February 17, 2014, adopted the following changes to previously approved budgeted 2013 - 14 amounts. The following presents only adopted budget line items with changes. Unchanged line items are not presented.

GENERAL FUND (FUND 10)	PREVIOUS APPROVED AMOUNT \$	AMENDED APPROVED AMOUNT \$	CHANGE \$	
REVENUES & OTHER FINANCING SOURCES				
210 Taxes	4,970,802.00	4,846,688.53	(124,113.47)	Decrease in Tax Levy
340 Payments for Services	177,545.00	162,140.00	(15,405.00)	Open Enrollment
610 State Aid -- Categorical	139,325.00	147,187.00	7,862.00	Increase in Transportation Aid
620 State Aid -- General	2,529,171.00	2,692,215.00	163,044.00	Increase in Equalization Aid
630 DPI Special Project Grants	0.00	5,360.00	5,360.00	Edu. Effectiveness
650 Student Achievement Guarantee in Education (SAGE)	223,006.33	229,079.72	6,073.39	Increase in SAGE
690 Other Revenue	7,866.00	6,662.00	(1,204.00)	Comp Aid
730 DPI Special Project Grants	58,112.76	63,482.76	5,370.00	Title I School Wide Grant
750 IASA Grants	220,633.35	219,404.00	(1,229.35)	Title I A Grant Revision
780 Other Federal Revenue Through State	79,900.00	82,842.00	2,942.00	MAC-Cost Settlement
TOTAL REVENUES & OTHER FINANCING SOURCES	8,406,361.44	8,455,061.01	48,699.57	
Instruction	1,595,279.76	1,538,357.96	(56,921.80)	Moved Title Teacher to Reg. Curriculum
110 000 Undifferentiated Curriculum				
120 000 Regular Curriculum	1,609,254.55	1,675,831.79	66,577.24	"
130 000 Vocational Curriculum	307,132.01	306,432.01	(700.00)	
160 000 Co-Curricular Activities	113,387.17	113,887.17	500.00	Employee Travel
170 000 Other Special Needs	19,409.80	19,809.80	400.00	Grant related minor changes
210 000 Pupil Services	93,228.39	87,228.04	(6,000.35)	Grant related changes
220 000 Instructional Staff Services	207,129.90	216,254.66	9,124.76	Grant related changes
230 000 General Administration	260,483.86	265,483.86	5,000.00	Retirement TSA
250 000 Business Administration	1,647,688.86	1,759,488.86	111,800.00	Bus Purchase
270 000 Insurance & Judgments	145,164.00	122,164.00	(23,000.00)	Decrease in unemployment
290 000 Other Support Services	376,467.89	383,967.87	7,499.98	Retirement Health Benefit
410 000 Inter-fund Transfers	659,681.18	682,123.78	22,442.60	Fund 27 Transfer
430 000 Instructional Service Payments	574,935.60	461,071.00	(113,864.60)	Open Enrollment
TOTAL EXPENDITURES & OTHER FINANCING USES	7,609,242.97	7,632,100.80	22,857.83	
REVENUES OVER EXPENDITURES				
Revenues Total	8,588,775.73	8,637,475.30	48,699.57	
Expenditures Total	8,588,775.73	8,611,633.56	22,857.83	
FUND 10 REVENUES OVER EXPENDITURES	0.00	25,841.74		

SPECIAL PROJECT FUNDS (FUNDS 21, 23, 27, 29)	PREVIOUS APPROVED AMOUNT \$	AMENDED APPROVED AMOUNT \$	CHANGE \$	
TOTAL REVENUES & OTHER FINANCING SOURCES	1,173,363.65	1,149,866.78	(23,496.87)	IDEA Grant related changes
100 000 Instruction	869,988.45	855,454.85	(14,533.60)	
200 000 Support Services	286,937.20	278,198.93	(8,738.27)	
400 000 Non-Program Transactions	14,438.00	14,213.00	(225.00)	
TOTAL EXPENDITURES & OTHER FINANCING USES	1,171,363.65	1,147,866.78	(23,496.87)	

SCHOOL DISTRICT OF PHILLIPS

FOOD SERVICE FUND (FUND 50)	PREVIOUS APPROVED AMOUNT \$	AMENDED APPROVED AMOUNT \$	CHANGE \$
TOTAL REVENUES & OTHER FINANCING SOURCES	363,600.00	371,850.00	8,250.00
200 000 Support Services	370,821.30	377,716.22	6,894.92
TOTAL EXPENDITURES & OTHER FINANCING USES	370,821.30	377,716.22	6,894.92

Summer food program and rebate

Summer food program and equip.

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MONTHLY MEETING
Monday, January 20, 2014

- I. The Phillips Board of Education meeting was called to order by President Baratka at 6:00 pm in the 6-12 Learning Center. The pledge of allegiance was recited.
- II. Present: Arndt, Baratka, Distin, Heidenreich, Marlenga, Rodewald, Willett and Student Liaison Schleife. Absent: Adolph and Pesko. Administration present: Morgan, Theder, Hoogland, Scholz and Lemke. Others: Staff, students, and community members.
- III. President Baratka stated that public notice of the meeting was properly posted according to Wisconsin Statute 19.84(4). Notice was posted at all school-owned buildings, the District Phillips website, and The BEE.
- IV. Public Participation
 - A. Julie Olson addressed the board with concerns about meeting students' academic needs and two options the Board could consider to meet those needs with excess funds this year. First, provide supervision for students who are at school as early as 7:00 a.m. Currently, supervision is not available until 7:45 am. Second, provide after-school homework assistance for middle/high school students in a safe and productive environment.
 - B. Kim Fuhr addressed the board with concerns over the correlation between class sizes and student success. The board was asked to make small class sizes a top priority.
- V. Administrative and Committee Reports
 - J. 1(b) Performance Agreement with Ameresco – Kent Wolf from Ameresco was present at the business services meeting to answer questions about the next step in the performance agreement process. Ameresco was asked to focus on roof, window, and insulation projects. The exit fee was bartered down from \$9,900 to \$7,000. Board action will be needed to move forward. Motion (Willett/ Heidenreich) to approve resolution to continue with Ameresco Project Development Agreement for engineering and other expenses incurred for an exit fee of \$7,000 (payable only in the event the District chooses not to implement a viable self-funding project). Ameresco will provide a plan within 90 days. Motion carried 7-0.
 - A. Principal Report – PhMS/PHS
 1. PhMS Students of the Month are Summer Stoeckel (6), Draven Mabie (7), and Joshua Brateng (8).
 2. PHS Students of the month are Claire Langfoss and Jacob Debish-Anderson.
 3. Hari Jayprakash (8) and Lokesh Kumaravel (7) will represent PhMS at CESA #12 Spelling Bee.
 4. Cecelia Fuhr (8) will represent PhMS at the next level of the Geography Bee.
 5. Two teams of nine PHS students will participate in a Mock Trial at DC Everest High School in February.

6. PHS math teachers met with Edgar High School teachers to learn more about student learning objectives.
 7. Two new courses are being presented for approval by the board. Math, Computers, and Logic (elective, 1 semester, offered to grades 11-12) and Peer Helpers (elective, 1 semester, offered to grades 10-12). Revisions are needed in the course descriptions for the MEMS courses.
 8. PHS is working with Chequamegon on developing a health academy and with Prentice and Chequamegon on a business academy. Both academies are in cooperation with NTC.
- B. Principal Report - PES
1. PES Students of the Month are Ty Henderson and Jensen Weik.
 2. PES staff continues to collaboratively work on student learning objectives.
- C. Pupil Services Report
1. Special education teachers are working with PES and PhMS/PHS teachers on student learning objectives.
 2. To meet the requirements for Rtl, three testing windows will be completed this year. The second round of testing was completed today. More information will be presented next month on these findings. The assessments show how students are progressing and where help is needed.
- D. Student Liaison Report – Kyle expressed concern over the condition of the student parking lot this winter. He also promoted a choral department fundraiser to be held Wednesday, February 12, 2014.
- E. Superintendent Report
1. Superintendent Morgan began a preliminary discussion on 2014-15 staffing and school year calendar. The administrative team did an excellent job of putting together a staffing plan for this year to meet budget cuts. However, there is no way we can conceivably cut staff any further. We will need to look at ways to meet SAGE requirements in grades K-3 with current staff. The leadership communication team will be working together with administration on a plan for 2014-15.
 2. The leadership communication team is collecting input on the 2014-15 calendar and working with the administrative team to have a calendar to present in February. Discussion was held on the pros and cons of early release versus late start schedules.
- F. Finance Report – Leah Theder
- Year-to-date expenditures as of December 31, 2013 were \$3,080,428.12 (35.76% of budget) and revenues were \$1,226,850.72 (14.22% of budget). The total cash available was \$335,812.87. No line of credit has been used this fiscal year.
- G. Policy committee met January 8, 2014 and is presenting three policies for first reading. Policy #425-Rule District Procedures for Dealing with Public School Open Enrollment Applications is being revised to give the superintendent authorization to approve/deny exception applications submitted outside the open enrollment window. Policy #345.64 One-Half Credit Physical Education Exemption is a new policy allowing students who meet requirements to substitute a higher level core class for one-half credit of physical education as

allowed by the State. Policy #411.1 Harassment Policy (Student) is being revised to include procedures to deal with retaliation.

- H. Facilities and Transportation met January 9, 2014. The committee recommends the superintendent be authorized to spend up to \$120,000 of excess funds for transportation fleet improvement (buses and/or vans).
- I. Board/PEA Negotiations met January 14, 2014 to address base wage. PEA asked if any CPI increase has been addressed by the board and if any insurance cost adjustments have been discussed. The group is looking for a long-term approach with something tangible for employees. President Baratka and Superintendent Morgan indicated that we do not have the figures for CPI and that the insurance discussion with our brokers has not taken place yet. Another meeting will be held in the future. Comments from teachers attending the board meeting were taken and discussed.
- J. Business services committee met January 16, 2014. Items discussed included: the transportation/facilities committee recommendations, the Ameresco Performance Agreement (see notes above), the recommendation to reinstate summer school for the summer of 2014, and a good 2013-14 audit report from Eagle Audit & Accounting.

VI. Consent Items

- A. Motion (Heidenreich/Willett) to approve consent items. Motion carried 7-0.
 - 1. Approve minutes from December 16, 2013 regular board meetings.
 - 2. Approve first readings of Policies:
 - a. #425 Rule – District Procedures for Dealing with Public School Open Enrollment Applications
 - b. #4365.64 – One-Half Credit Physical Education Exemption
 - c. #411.1 – Harassment Policy - Student
 - 3. Approval of PHS course additions: Math, Computers & Logic (elective, 1 semester, .5 credits, grades 11-12) and Peer Helpers (elective, 1 semester, .5 credits, grades 10-12).
 - 4. Authorize superintendent to spend up to \$120,000 of the 2013-14 excess funds for transportation fleet improvement.
 - 5. Approve reinstatement of summer school for summer of 2014.
 - 6. Approve bills from December 2013 (#336285-336474 and wires) for a total of \$575,732.43.

- VII. The next regular board meeting will be held on February 17, 2014 at 6:00 pm. Items for next meeting include WASB report, announcement of PHS valedictorian, salutatorian, academic excellence scholarship recipient, spring coaching contracts, and administrative contracts.

- VIII. President Baratka announced that the board will convene into executive session at the conclusion of the open session pursuant to 19.85(1)(c) Wisc. Stat. for purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

- Administrative contracts for 2014-15

- IX. President Baratka announced that the Board may reconvene into open session pursuant to 19.85 (2), Wisc. Stats. If necessary to act on motions made during the executive session.
- X. Motion (Arndt/Marlenga) to convene into executive session as announced. Motion carried with roll call vote 7-0. Open session concluded at 8:15 pm.
- XI. Motion (Willett/Heidenreich) to adjourn. Motion carried 7-0. Meeting adjourned at 8:40 p.m.

Respectfully submitted,

Wendy Rodewald, Clerk
Board of Education

**Personnel Report
January 18, 2014 – February 14, 2014**

New Hires/Transfers					
Name/Location Position Description	Category	Position Status	New Salary	Previous Employee Salary	Effective Date
Sarah Socha – Girls Track	PEA	Renew contract	\$2,296.00	N/A	Spring Sport Season
Dana Janssen – Girls Track	PEA	Renew contract	\$1,531.00	N/A	Spring Sport Season

Recruitment				
Position	Position Status	Category	Location	Posting Date

Retirements – Resignations					
Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location

DISTRICT PROCEDURES FOR DEALING WITH PUBLIC SCHOOL
OPEN ENROLLMENT APPLICATIONS **425 Rule**

- I. Nonresident Student Open Enrollment Applications Submitted during Open Enrollment Window (February – April)
 - A. Full-time Enrollment
 1. The parent(s)/guardian(s) of a nonresident student who wishes to attend school in the District shall submit the required application to the School Board. The application may include a request to attend a specific school or program offered by the District. The application shall be submitted no earlier than the first Monday in February and not later than the last weekday in April in the school year immediately preceding the school year in which the student wishes to attend. The District shall send a copy of the application to the student's resident school board on the first weekday following the last weekday in April.
 2. Upon receipt of the application, it will be forwarded to the Superintendent for review and recommendation. All applications shall be reviewed using the acceptance/rejection criteria outlined in Board policy. The superintendent shall submit recommendations regarding acceptance or rejection of applications to the Board for action. No action shall be taken on any application prior to May 1.
 3. On or before the first Friday following the first Monday in June following receipt of the application, the applicant shall be notified, in writing, of whether the application has been accepted. If the application is rejected, the notice shall include the reason(s) for the rejection.
 4. If the application has been accepted by the District, and not rejected by the student's resident school board, the administration will determine which school or program the nonresident student may attend in the following year. This determination shall be made in consultation with other appropriate staff and in accordance with established District policies and procedures. On or before the second Friday following the first Monday in June following receipt of the application, the applicant shall be notified, in writing, of the specific school or program that the student may attend in the following year.
 5. The nonresident student's parent(s)/guardian(s) shall notify the Board of the student's intent to attend school in the District in the following school year. This must be done on or before the last Friday in June following receipt of the notice of acceptance or within 10 days of receiving notice that the student was selected from a waiting list (if applicable).

6. Annually, by July 7, the resident district school boards shall be notified of the names of the students from the resident district who will be attending the School District of Phillips the following year.

B. Part-time Enrollment

1. The parent(s)/guardian(s) of a nonresident public high school student who wishes to take a course(s) in the District shall submit the required application to the Board. The application shall specify the course that the student wishes to attend and may specify the school(s) at which the student wishes to attend the course. The application shall be submitted no later than six weeks prior to the date the course is scheduled to commence. The District shall send a copy of the application to the student's resident board.
2. Upon receipt of the application, it will be forwarded to the high school principal for review and acceptance/rejection criteria outlined in related Board policies and procedures. No later than one week prior to the date the course is scheduled to commence, the high school principal shall notify the applicant and the resident school board, in writing, of whether the application has been accepted and the school at which the student may attend the course. If the application is rejected, the notice shall include the reason(s) for the rejection. If accepted, the acceptance applies only for the following semester, school year, or other session in which the course is offered.
3. The parent(s)/guardian(s) of a nonresident student accepted for enrollment shall notify the District of the student's intent to attend a course in the District prior to the date the course is scheduled to commence.

II. Resident Student Open Enrollment Applications Submitted during Open Enrollment Window (February – April)

A. Full-time Enrollment

1. Upon receipt of a copy of a resident student's application to attend a school or program in another public school district, school office staff shall forward it to the Superintendent for review and recommendation.
2. All applications shall be reviewed using the criteria outlined in Board policy. The Superintendent shall submit recommendations regarding acceptance or rejection of applications to the Board for action. If the application is rejected, the applicant and the nonresident school board shall be notified, in writing, that the application has been rejected. This

notification shall be made on or before the second Friday following the first Monday in June. The notice shall include the reason(s) for the rejection.

B. Part-time Enrollment

1. Upon receipt of a copy of the resident high school student's application to attend a course in a nonresident district, the resident district shall send a copy of the application to the student's resident board.
2. All applications shall be reviewed using the criteria outlined in Board policy. If the application is rejected, the applicant and the nonresident school board shall be notified, in writing, that the application has been rejected. This notification shall be made no later than one week prior to the date the course is scheduled to commence. The notice shall include the reason(s) for the rejection.

C. Appeal of Rejection

1. If an application for enrollment is rejected as outlined above, the student's parent(s)/guardian(s) may appeal the decision to the DPI within 30 days after the decision.

III. Exception Applications for Open Enrollment

A. Full-time Enrollment for Nonresident Students

1. The parent(s)/guardian(s) of a nonresident student who wishes to attend school in the District shall submit the required exception application. The District shall send a copy of the application to the student's resident school board as soon as it is received.
2. Upon receipt of the application, it will be forwarded to the Superintendent for review and approval on behalf of the Board. All applications shall be reviewed using the acceptance/rejection criteria outlined in Board policy. The Superintendent shall report exception open enrollment activity to the Business Services Committee.
3. On approval of the application, the applicant shall be notified, in writing, of whether the application has been accepted. If the application is rejected, the notice shall include the reason(s) for the rejection. The administration will determine which school or program the nonresident student will attend.

B. Resident Student Open Enrollment Applications

1. Upon receipt of a copy of a resident student's application to attend a school or program in another public school district, school office staff shall forward it to the Superintendent for review and approval on behalf of the Board. All applications shall be reviewed using the criteria outlined in Board policy. The superintendent shall report exception open enrollment activity to the Business Services Committee.
2. If the application is rejected, the applicant and the nonresident school board shall be notified, in writing, that the application has been rejected. The notice shall include the reason(s) for the rejection.

Appeal of Rejection - If an application for enrollment is rejected as outlined above, the student's parent(s)/guardian(s) may appeal the decision to the DPI within 30 days after the decision.

Approved 12-15-1997
Revised 04-23-2012
Revised 02-17-2014

ONE-HALF (0.5) CREDIT PHYSICAL EDUCATION EXEMPTION 345.64

A student who meets all of the following requirements shall be eligible to complete an additional one-half credit in an elective mathematics, science, English, social studies or advanced health education course in lieu of one-half credit of physical education for purposes of high school graduation.

- 1) The additional one-half credit elective class must be "in addition" to the required credits and classes for that department for graduation (4 credits of English, 3.5 credits of social studies, 3 credits of math, and 3 credits of science).
- 2) The student must apply with the guidance counselor when scheduling for the exception so that a graduation credit review may be completed.
- 3) The student must complete one season on a WIAA sanctioned varsity sport.
- 4) The student must complete the participation in the varsity sport prior to the beginning of their senior year. If they have not completed the participation in the sport prior to the beginning of their senior year, they will be scheduled to participate in the appropriate physical education class to fulfill their required credits for graduation.
- 5) The student must be in good standing on the varsity team for the entire duration of the season and had no prior athletic code violations.
- 6) If a student becomes injured during the course of the sanctioned season, they may request an exception from a panel comprised of the principal, athletic director, and the head coach, and they must continue to participate in team activities/practices and remain in good standing. To initiate a panel review, the injured student must present a valid medical excuse to the athletic director who will then schedule the panel review. The panel's decision will stand unless appealed to and overturned by the district administrator.
- 7) A student with a disability, who is not able to meet the requirements for participation in any of the school's WIAA sanctioned sports, but who has participated in another organized physical activity approved by the athletic director, principal, and school psychologist under similar conditions as outlined above, may also be eligible for this physical education exemption credit.

Legal Ref.: WI State Statute 118.33(1); 118.33(1)(e)

Cross Ref.: 345.6 Graduation Requirements

Approved: 2-17-2014

HARASSMENT POLICY – STUDENT**411.1**

Subject: HARASSMENT/Bullying/Hazing (student)

The School District of Phillips shall strive to maintain and ensure a learning and working environment free of any form of harassment, bullying, hazing or intimidation toward or between students and employees.

Harassment

Refers to physical or verbal conduct which interferes with a person's work or school performance, or which creates an intimidating, hostile or offensive school or work environment. Examples of conduct prohibited under this policy include, but are not limited to, the following:

- Physical or mental abuse.
- Verbal comments or other expressions which insult, degrade or stereotype any person or group because of sex, race, religion, national origin, color, disability, sexual orientation or other protected status.
- Unwelcome sexual advances. This includes but is not limited to acts such as patting, pinching, brushing up against, hugging, cornering, kissing or any similar physical contact that is considered unacceptable by another individual.
- Requests or demands for sexual favors. This includes subtle or blatant expectations, pressures or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequence concerning one's employment or academic status.
- Verbal abuse or joking that is sexually oriented and considered unacceptable by another individual.
- Other unwelcome verbal or physical conduct of a sexual nature. "Sexual harassment" includes conduct directed by a person at another person of the same or opposite sex.

The District shall not tolerate any form of harassment and shall take necessary steps to prevent such harassment from occurring. Any employee or student who engages in harassment shall be disciplined in accordance with established procedures and/or provisions of the current employee agreement.

Bullying

Bullying is defined as the repeated intimidation of others by the real or threatened infliction of physical or emotional abuse, through verbal, written, electronically transmitted means, or through attacks on the property of another. It may include, but is not limited to, action such as verbal taunts, spreading rumors, name-calling and put-downs, extortion of money or possessions and exclusion from peer groups within the school. Such conduct based on race, ethnicity, disability, gender or sexual orientation may contribute to harassment and discrimination in the school environment.

Students who engage in any act of bullying at school, at a school function, or in connection to any activity sponsored by the District, or while en route to or from school are subject to disciplinary action in accordance with Board Policy, up to and including suspension or expulsion.

Students and employees shall be informed annually of this prohibition via the parent/students handbook, employee handbook, or other such publications. This policy shall not be interpreted to prohibit a reasonable and civil exchange of opinions or debate, which is protected by state or federal law (see Bullying Policy No. 443.71).

Hazing

Hazing is defined as any intentional, knowing or reckless act meant to induce physical pain, embarrassment, humiliation, deprivation of rights, or that creates physical or mental discomfort, or that results in property damage or theft, and is directed against a student for the purpose of being initiated into, affiliating with, holding office in (collectively called initiation activities), or maintaining membership in any organization, club or athletic team sponsored or supported by the District and whose membership is totally or predominately other students from the District. Hazing is prohibited and applies to any and all student-sponsored and adult-sponsored activities that have not been approved by the District. An example of an approved school-sponsored initiation activity is the ceremony for the induction of students into the National Honor Society.

Students engaging in any hazing or hazing-type behavior that is in any way connected to any activity sponsored or supported by the District will be subject to disciplinary actions in accordance with Board Policy, up to and including suspension or expulsion. Students and employees shall be informed annually of this prohibition via the parent/student handbook, employee handbook or other such publications.

Any person who believes he/she has been harassed or has knowledge that a policy violation has occurred may file a complaint with the high school/middle school principal, elementary principal or Director of Pupil Services, in accordance with established complaint procedures. All harassment complaints shall be seriously and properly investigated, and appropriate actions shall be taken to prevent or correct harassing behavior.

Students and others are prohibited from retaliating against those who report incidents of bullying or hazing or who assist in an investigation. If it is determined by the administration that retaliation has occurred, the individual will be subject to suspension, and expulsion may be considered.

Employees who participate in, allow or knowingly fail to enforce this policy will be subject to disciplinary action.

Furthermore, as may be required by law, law enforcement officials shall be notified of bullying or hazing incidents.

LEGAL REF: Sections 111.31 WI Statutes
 111.32(13)
 118.13
 Title VII, Civil Rights Act of 1964
 Title IX, Education Amendments of 1972
 PI 9, Wisconsin Administrative Code

CROSS REF.: GBAA-R/JBA-R, Harassment Complaint Procedures
 GBA, Equal Opportunity Employment
 JB, Equal Educational Opportunities
 JG, Student Discipline
 Current Employee Agreement(s)

Approved: 3/17/2008
Revised: 8/16/2010
Revised: 2/17/2014

FDTIOC SRC FUNC	PRJ LOCAL	SRC	2013-14		2013-14		2013-14		2012-13	
			Original Budget	Monthly Activity	FYTD Activity	FYTD & Monthly Activity	January	Monthly Activity	FYTD &	2012-13
10R--- 211 50000-	---	CURRENT YEAR PROPERTY TAX	4,968,902.00	943,652.87	943,652.88	19.48	1,342,191.18	26.63		
10R--- 213 50000-	---	MOBILE HOME TAX	1,900.00		611.47	32.18		27.42		
10R--- 249 50000-	---	TRANSPORTATION FEES	5,300.00		2,563.08	48.36		74.30		
10R--- 271 50000-	---	ADMISSIONS	13,500.00	1,882.00	11,611.00	86.01	1,673.00	55.38		
10R--- 279 50000-	---	OTHER SCHOOL ACTIVITY INCOME	1,500.00	571.50	2,792.30	186.15		276.80		
10R--- 280 50000-	---	INTEREST ON INVESTMENTS	8,000.00	407.38	3,259.11	40.74	395.32	46.93		
10R--- 292 50000-	---	STUDENT FEES	21,000.00		19,372.00	92.25		76.78		
10R--- 293 50000-	---	RENTALS	10,500.00	169.98	7,235.15	68.91	231.51	69.18		
10R--- 341 50000-	---	REGULAR DAY SCHOOL	6,500.00		7,750.00	119.23		56.67		
10R--- 345 50000-	---	OPEN ENROLLMENT WI SCH. DIST.	171,045.00							
10R--- 515 50000-	---	TRANSIT OF AIDS INVER. SOURCES	1,000.00		1,820.00	182.00		496.00		
10R--- 517 50000-	---	TRANSIT OF FEDERAL AIDS	4,900.00							
10R--- 612 50000-	---	TRANSPORTATION AID	52,000.00	60,312.00	60,312.00	100.00	53,472.50	97.22		
10R--- 613 50000-	---	LIBRARY AID	25,000.00							
10R--- 619 50000-	---	OTHER STATE AID	62,325.00							
10R--- 621 50000-	---	EQUALIZATION AID	2,529,171.00		1,057,563.00	39.28		39.26		
10R--- 630 50000-	---	SPECIAL PROJECT GRANTS			5,360.00	100.00				
10R--- 650 50000-	---	SAGE AID	223,006.33		76,359.91	33.33		33.33		
10R--- 660 50000-	---	STATE REVENUE THROUGH LOCAL	1,100.00							
10R--- 691 50000-	---	COMPUTER AID	7,866.00							
10R--- 730 50000-	---	SPECIAL PROJECT GRANTS	58,112.76		5,370.00	8.46		16.96		
10R--- 751 50000-	---	ESEA TITLE IA	220,633.35							
10R--- 780 50000-	---	FED AID THRU STATE NOT DPI	79,900.00				9,315.76	100.00		
10R--- 860 50000-	---	SALE/LOSS OF FIXED ASSETS						100.00		
10R--- 861 50000-	---	EQUIPMENT SALES/LOSS						78.34		
10R--- 971 50000-	---	REFUNDS - PRIOR YR., E-RATE	115,014.29		28,204.81	24.52		57.84		
10R--- 990 50000-	---	MISCELLANEOUS	300.00							
10R--- 999 50000-	---	COPY FEES	300.00		9.75	3.25				
10-----	---	GENERAL FUND	8,588,775.73	1,006,995.73	2,233,846.46	25.90	1,407,279.27	30.63		
Grand Revenue Totals			8,588,775.73	1,006,995.73	2,233,846.46	25.90	1,407,279.27	30.63		

Number of Accounts: 47

***** End of report *****

EDT	OBJ	FUNC	PRJ	OBJ	2013-14		January 2013-14		2013-14		January 2012-13		2012-13	
					Original Budget	Monthly Activity	Monthly Activity	FYTD Activity	FYTD & Monthly Activity	Monthly Activity	FYTD &			
10E	11	---	---	UNDIFFERENTIATED CURRICULUM	1,595,279.76	112,122.82	745,032.14	49.14	126,426.33	48.48	126,426.33	48.48	48.48	
10E	12	---	---	REGULAR CURRICULUM	1,609,254.55	127,628.77	776,291.42	46.32	146,002.46	48.29	146,002.46	48.29	48.29	
10E	13	---	---	VOCATIONAL CURRICULUM	307,132.01	23,849.48	135,779.72	44.31	26,792.04	46.72	26,792.04	46.72	46.72	
10E	14	---	---	PHYSICAL CURRICULUM	143,089.17	9,985.16	66,602.67	46.55	11,730.66	47.46	11,730.66	47.46	47.46	
10E	16	---	---	CO-CURRICULAR ACTIVITIES	113,387.17	14,047.99	58,282.78	51.18	19,640.25	54.82	19,640.25	54.82	54.82	
10E	17	---	---	OTHER SPECIAL NEEDS	19,409.80	1,150.13	6,264.34	31.62	1,990.41	51.72	1,990.41	51.72	51.72	
10E	21	---	---	PUPIL SERVICES	93,228.39	5,350.53	37,539.20	43.04	9,478.33	43.48	9,478.33	43.48	43.48	
10E	22	---	---	INSTRUCTIONAL STAFF SERVICES	207,129.90	11,685.39	88,836.74	41.08	20,333.91	43.50	20,333.91	43.50	43.50	
10E	23	---	---	GENERAL ADMINISTRATION	260,483.86	16,365.12	139,251.00	52.45	18,336.78	62.66	18,336.78	62.66	62.66	
10E	24	---	---	SCHOOL BUILDING ADMINISTRATION	492,137.50	29,521.58	244,398.05	49.70	32,695.00	50.43	32,695.00	50.43	50.43	
10E	25	---	---	BUSINESS ADMINISTRATION	1,647,688.86	148,751.08	806,784.97	45.85	122,436.68	52.49	122,436.68	52.49	52.49	
10E	26	---	---	CENTRAL SERVICES	343,306.09	13,786.62	135,548.03	39.48	18,411.24	57.60	18,411.24	57.60	57.60	
10E	27	---	---	INSURANCE & JUDGMENTS	145,164.00	918.79	44,474.99	36.41	1,819.94	59.35	1,819.94	59.35	59.35	
10E	28	---	---	DEBT SERVICES	1,000.00				50.30	100.00	50.30	100.00	100.00	
10E	29	---	---	OTHER SUPPORT SERVICES	376,467.89	86,791.39	379,756.54	100.87	67,841.70	99.35	67,841.70	99.35	99.35	
10E	41	---	---	TRANSFERS TO ANOTHER FUND	659,681.18					0.03			0.03	
10E	43	---	---	PURCHASED INSTRUCTIONAL SERV	574,935.60	2,021.05	19,561.41	4.10	6,996.10	6.32	6,996.10	6.32	6.32	
10E	49	---	---	OTHER NON-PROGRAM TRANSACTIONS										
Grand Expense Totals					8,588,775.73	603,975.90	3,684,404.02	42.85	632,982.13	46.25	632,982.13	46.25	46.25	

Number of Accounts: 902

***** End of report ***
Funds Available to the District as of January 31, 2014:

First National Bank	1,063,523.57
Local Gov't Investment Pool	565.89
Total	1,064,089.46
Current Line of Credit Balance (\$1,500,000 max)	1,500,000
Total Borrowed (through 1/31/14):	0.00