

Board Meeting Update

May 15, 2017

Student News

- 1) Students of the Month:
 - PES: Jack Kulwicki (5) and Jayelin Tucke (5)
 - PhMS: Julian Wright (6), Sara Tucke and Sarina Franson (7), and Damien Janacek (8)
 - PHS: Tyler Hlavacek and Jacob Smugala
- 2) Gabrielle VonSeggern received four of ten medals awarded at the Marawood Conference Art Show
- 3) Tyler Hlavacek was awarded 2nd place in welding sculpture at Skills USA
- 4) PHS Student Liaison to the Board for 2017-18 will be Aaron Hickerson. Alternate will be Jasmyn Kleinhans

The following items were approved during the May 15, 2017 Board of Education organizational meeting.

- 1) Board Officers: Jon Pesko, President; Marty Krog, Vice President; Tracie Burkart, Clerk; Willy Marlenga, Treasurer
- 2) CESA #12 Delegate: Joe Fox
- 3) WASB Delegate Assembly: Mark Distin
- 4) Official Newspaper: Price County Review

The following items were approved during open session of the May 15, 2017 Board of Education meeting.

- 1) Employee Handbook revisions for 2017-18 were approved as presented. (Changes attached)
- 2) Approved raising lunch prices \$.10 at each building level for 2017-18 as required by federal mandate.
- 3) Approved resolution to refinance the State Trust Fund loan for 10 years at a lower interest rate.
- 4) Approve minutes from April 17, 2017 regular Board meeting.

The following items were approved following executive session of the May 15, 2017 Board of Education meeting:

- 1) Directed superintendent to proceed with salary negotiations for all employees and represented groups within the parameters set by the Board of Education.
- 2) Approved making no change to the dental benefit structure.
- 3) Approved personnel report:
 - A. Hiring of Pamela Kane, grade 3; Breanna Lavene, grade 1; Cheri Tingo, grade 2; Caroline Corbett, school counselor/elementary; Anna Vollendorf, 6-12 educational media technology/English; Ray Knihtila, LTE band teacher; Terri Kaliska, PES custodian; Seth Berens, groundskeeper; and Mark Cummings, Erin Crabtree, and Josh Lasky as summer custodians.
 - B. Accepted retirement of Greg Meskill as bus driver.
- 4) Accept six resident student requests to attend non-resident schools through open enrollment beginning with the 2017-18 school year.
- 5) Deny one resident student request to attend non-resident school through open enrollment based on no comparable 3K program.
- 6) Accept five non-resident student requests for enrollment in the School District of Phillips for the 2017-18 school year.

Next Meeting: June 19, 2017 - 6:00 pm

2017-18 Handbook Revision Items

2.1.7 Staff Ethics

Original: **Violations**

The superintendent or his/her designee will normally have a conference with a staff member who is alleged as being in violation of the staff ethics policy. Violations will be handled in accordance with the appropriate law, policy, procedure, handbook provision, or collective bargaining agreement. Discipline, if determined to be appropriate, will take into consideration the seriousness of the occurrence(s), the context of the occurrence(s), and the performance record of the staff member.

Revise: Delete reference to *collective bargaining agreement*.

3.1.2 Administrative/Clerical/Payroll

Add: *Employees shall also be allowed a fifteen (15) minute break for each four (4) hours worked.* This will match the Support Staff (40 hour week staff) section above.

3.1.3 School Calendar

Original The school calendar shall be established by the Board and include the length and structure of the school year. The calendar will include such items as the number of instructional days, inservice days, parent conference hours, concerts, etc...

Revise The school calendar shall be *approved* by the Board and include the length and structure of the school year. The calendar will include such items as *instructional days, start of quarter days, inservice days, early dismissal days, student vacation days, and graduation*

3.1.9 Support Staff Supervision

Original: 1. The Administrator shall supervise, evaluate, and direct the scheduling of their office clerical staff.

2. The Superintendent shall supervise, evaluate, and direct the scheduling of the District Secretary and Aquatic Director.

Revise: To match our district flowchart:

1. The Administrator shall supervise, evaluate, and direct the scheduling of their office clerical staff, *IMC aides, custodial staff (including pool), and coaching staff.*
2. The Superintendent shall supervise, evaluate, and direct the scheduling of the *district secretary, IT staff, food service director, aquatic director, transportation staff, and maintenance technician.*

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3.1.10 Wednesday Night School Activity Restriction:

Add Board Policy reference at end. - 379.1-881.3 Wednesday Night.....

3.1.11 Proposed: Should Board Policy 379.2 on Restrictions on Sunday Activities also be included here as 3.1.11? Seems odd to have one without the other.

The Board of Education of the School District of Phillips believes that District sponsored function play a valuable role in the development of our youth. However, when such functions inhibit and/or interfere with family and non-school activities, a detrimental situation can arise. The Board desires to avoid such conflicts which inhibit family and non-school activities.

To that end, it is the policy of the School District of Phillips that, with certain limited exceptions individually approved by the Superintendent, there will be no scheduled school-sponsored activities on Sundays. Exceptions will be limited to unique, typically one-time occurrences wherein utilization of other days of the week would be impractical or impossible.

4.10.2 Bereavement

Original: All employees expected to work 186 or more full days receive four(4) bereavement days.

Revise: bereavement days *per event.*

Original: All employees who work less than full time will receive two (2) bereavement days.

Revise: bereavement days *per event.*

4.10.4 Severance/Paid Leave Payout

Original: 3. One hundred percent (100%) of unused paid leave (up to 60 days maximum), may count towards paid leave payout.

Revise: Delete (*up to 60 days maximum*)

7.1.2 Sick Leave Conversion

Original: 1a.as of retirement shall be eligible to convert his/her sick leave at a rate of \$90 per day, up to the maximum of 60 days.

Revise: Delete: *up to the maximum of 60 days.*

Original: 1b.as of retirement shall be eligible to convert his/her sick leave at a rate of \$75 per day, up to the maximum of 60 days.

Revise: Delete: *up to the maximum of 60 days.*

Original: 1c.as of retirement shall be eligible to convert his/her sick leave at a rate of \$60 per day, up to the maximum of 60 days.

Revise: Delete: *up to the maximum of 60 days.*

7.3 Wages

Original: The District has the right to freeze an employee's compensation if the employee is on an improvement plan, unless required otherwise by a collective bargaining agreement.

Revise: Delete: *unless required otherwise by a collective bargaining agreement.*

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Add: 4.11 Unpaid Leave Provision
3.1.11 Sunday