



thinkingbeyondnow

BUSINESS MEETING

February 26, 2018

School District of Beloit
we are tomorrow



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Board of Education

Laurie Endres, President
Kris Klobucar, Vice President
Shelly Cronin, Treasurer
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Dr. Tom Johnson

The School District of Beloit complies with all federal, state and local laws prohibiting discrimination against students based on their membership in any protected class.

The School District of Beloit complies with all federal, state and local laws prohibiting discrimination in employment based on a person's membership in a protected class.

The mission of the School District of Beloit, committed to excellence and strengthened and enriched by diversity, is to prepare each student to compete, contribute and thrive as an admirable citizen in a rapidly changing world by engaging students in a wide variety of high quality, relevant programs in partnership with families, schools and the stateline community.

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AGENDA – BOARD OF EDUCATION

BUSINESS MEETING

Monday, February 26, 2018- 7:00 p.m.
Kolak Education Center • The Roosevelt Building - Board Room
1633 Keeler Avenue
Beloit, WI 53511

I. CALL TO ORDER BY THE PRESIDENT	
II. APPROVAL OF AGENDA	
III. PLEDGE OF ALLEGIANCE	
IV. ANNOUNCEMENTS/RECOGNITIONS	
A. Announcements	
B. Recognitions	
1. Recognition of BMHS Teen Summit Presenters	1
C. Citizens or Delegations – Areas of Interest Not Included on Agenda. Citizens may speak on business/action items as these items are called by the Board President.	
V. SUPERINTENDENT’S REPORTS TO THE BOARD	
A. Ad Hoc Academic Achievement Committee Update.....	2
B. Equity Update	3-15
C. Emergency Plan Debriefing	16
VI. REPORTS TO THE BOARD	
A. (E)Quality Committee Report	
1. Report and Minutes from February 12, 2018 Meeting	17
B. Student Board Member Report	
C. Committee Reports	
1. Finance/Transportation and Property Committee	
a) Minutes of February 13, 2018 Meeting	19
2. Curriculum & Instruction	
a) Minutes of February 13, 20178 Meeting	20-21
3. Policy & Personnel	
a) Minutes of January 23, 2018 Special Meeting	22-23
b) Minutes of February 13, 2018 Meeting	24-25
VII. CONSENT LIST	
Please note that all items listed with an (*) will be enacted by in one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the general order of business and considered in their normal sequence on the agenda.	
VIII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS:	
A. *Special Board Meeting, January 23, 2018	27
B. *Board Business Meeting, January 23, 2018.....	28-29
C. *Special Board Meeting, February 13, 2018.....	30-31

IX. BUSINESS/ACTION ITEMS

A. *Approval of December Financial Summary	32-42
B. Budget Adjustments	43-46
C. AVID Update and Expansion	47-61
D. Weighted Grades	63
E. Policy 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, 522.6 Sexual Harassment & 522.6 RULE 1 Staff Discrimination Complaint Procedures (First Reading)	64-70
F. 353.3 Language Access (Second Reading)	71-72
G. 522.1 RULE 2 Drug and Alcohol Testing (Second Reading)	73-76
H. 522.11 Pre-Employment Drug Testing and 522.11 RULE 1 Pre-Employment Drug Testing Procedures (Second Reading)	77-78
I. Substitute Training for Teachers and Paraprofessionals	79
J. Personnel Recommendations	
1. Personnel Recommendations (Exhibit A) General Employment	80

X. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Announcement of future Board Meeting dates
 - 1. Committee Meetings: March 13, 2018
 - a) Finance, Transportation & Property
 - b) Curriculum & Instruction
 - c) Policy & Personnel
 - 2. Business Meeting: March 20, 2018

XI. ADJOURNMENT

Laurie Endres, President
Dr. Darrell Williams, Interim Superintendent

You can watch this meeting live on Charter PEG channel 96 or digital channel 991. Meetings are rebroadcast throughout the month on Mondays and Wednesdays at 7:00 p.m. and everyday at 8:00 a.m. and 1:00 p.m. You can also watch the rebroadcast at your convenience on our Board of Education website:
<https://ws3.sdb.k12.wi.us/sites/SchoolBoard/default.aspx>.



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Recognition of BMHS Teen Summit Presenters

Which area(s) of the Strategic Plan does this support? Students, Communication

Your Name and Title: Jennifer Thompson, public information officer

Others assisting you in the presentation: Jaymee Thompson, BMHS assistant principal

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To publicly recognize BMHS students for presenting at a state conference

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

AIU- Accept, Include and Understand is a group that meets every Monday after school. The goal of this group is to work to create an accepting, inclusive and understanding school climate and community. Members of the AIU team recently went to the Teen Summit sponsored by Wisconsin End Abuse and presented to participants. The student team presented on the different aspects #ProjectAIU days and the importance of allowing students a voice. The AIU student presenters included Mason Chatmon, Selene Maya, Harley Stevens, Nancy Villalba, Nijha Jones, Alexis Bell and Francesca Hidalgo.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

n/a

D. What are your conclusions?

n/a

MOTION: n/a

I propose using N/A

Long Term Committed Funds? No n/a

BUDGET LOCATION: n/a

FISCAL IMPACT: n/a



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Academic Achievement Committee Update

Which area of the Strategic Plan does this support? Students, Staff, Communication

Your Name and Title: Anthony Bonds, Assistant Superintendent, Teaching, Learning and
Innovation

Others assisting you in the presentation:

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To keep the board members and community informed about the work and/or progress the Ad Hoc Academic Achievement Committee is making during its meetings.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Mr. Bonds will give a verbal update to the members and community at the meeting on Tuesday.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Not applicable.

D. What are your conclusions?

Not applicable.

MOTION: Not applicable.

I propose using N/A

Long Term Committed Funds? No

BUDGET LOCATION: Not applicable.

FISCAL IMPACT: Not applicable.



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Equity Plan Update

Which area of the Strategic Plan does this support? Students, Staff, Communication

Your Name and Title: Tasha Bell, Equity Coordinator

Others assisting you in the presentation:

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To share updates on the district's progress on the equity plan as well as implementation of recommendations from the Ad Hoc Diversity Committee work.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Tasha will provide a verbal update on Tuesday of any items that have occurred since last month. Please see attached spreadsheet.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Not applicable.

D. What are your conclusions?

Not applicable.

MOTION: Not applicable.

I propose using N/A

Long Term Committed Funds? No

BUDGET LOCATION: Not applicable.

FISCAL IMPACT: Not applicable.

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
Speaking at events (such as orientation) and written materials for the same are not always in Spanish as well as English.	Anecdotal - Personal parental experiences.	Increased Spanish translation in presentations and information materials. 1) Slides are in both English and Spanish 2) A separate event in all Spanish when necessary or needed. 3) Copies of speeches or slides available in printable form for the events.	Innovation in Equity Conference in Stevens Point (Sept. 25-27 2017) Tim Wise (Aug. 2017) WYCA Racial Justice Summer (November 2, 2017) Wisconsin Public Relations Association (November 9, 2017) Death to the N Word (October 21, 17) Metropolitan Milwaukee Alliance of Black School Educators (November 18, 2017) LULAC students led the Hispanic Heritage month assembly at Aldrich Todos Unidos Jan. 10, 18 Early Literacy ELL Network training through CESA 2
Social Media not always bilingual.	Anecdotal - Personal parental experiences.	1) Every post will be posted in English and Spanish.	PIO (ongoing)
Student mental health issues - depression, bullying, self-esteem. Welcoming of all students, and celebrating of the diversity each student brings can be improved in Beloit Schools.	At Risk Report about Safety/ Violence - Bullying/Harassment Sad or Hopeless >30%, 1 of 8 attempting suicide. Drugs/Alcohol/Gangs ALL THE LEVELS REPORTED ¹ ON THESE SHOULD BE RED FLAGS.	Programs such as "Project Semicolon" ² or "Tell Me about Your Day Bracelets" ³ Continue or expand the Mental Health Clinic. Encourage greater awareness of its services.	LULAC/MEO (August 2017) Professional Development (LGBTQ) * (Aug. 2017) Professional Development (LGBTQ) * Oct 13, 2017) for the entire district Alan Borsuk- former Education reporter and current senior Fellow at Marquette University- Equity speaker 12-15-17 Imbedded PD: *Options for Schools: A. SEED (2 cohorts) *Tasha Bell and Jen Paepke B. Implicit Bias (Marc Perry) C. Mindfulness (Tavita Martinez) D. Derailing the School-to-Prison Pipeline (Darrell Williams, PhD.) HO-CHUNK Indian Nation Pow-Wow & Artisans at ALL schools (Nov 7-8, 2017) Day of the Dead community event featuring Omeyocan Dance Company - LULAC youth council

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
			<p>Aldrich MEO food drive - student led (advisor Alicia Wash)</p> <p>Met with BMHS student leaders to begin planning student led Diversity Conference</p> <p>LULAC & LULAC JR Councils volunteer at Second Harvest Pantry 12-13-17</p> <p>UWW Black Student Union hosted a panel at Beloit Memorial</p>
<p>Student acceptance and involvement can be improved.</p> <p>After School Programs for High School - Limited at this time outside of sports and clubs. We feel that the kids that are in the most need of activities to do after school do not get involved in sports and clubs. This could be due to grades, lack of self-esteem, it being looked at as "uncool", etc.</p> <p>But these kids may be the ones that are going home to an empty or unsafe house and need a "safe place" to be for a couple more hours.</p>	<p>Anecdotal - It was brought to our attention by the student rep. that she witnessed each day, kids would gather in the High School after school and then get shooed out. From At Risk Report - Percentage of students who strongly agree or agree students have lots of chances to get involved in sports, clubs and other activities outside of class.</p> <p>2013 composite over 84% AND percentage of student s who strongly agree or agree that there are lots of chances to be part of class discussions or activities.</p> <p>2013 composite over 75% - HOWEVER, does this mean that 15 to 25% don't find a fit?</p>	<p>Expand after school programming, by partnering with businesses, organizations & reaching out to corporations and agencies to help staff it. (e.g. Boy's and Girl's club, The Castle, ABC.)</p> <p>All staff would still need to go through background checks and other needed training.</p>	<p>Partnership between Community Action and LULAC Tuesday evenings (Ongoing)</p> <p>MEO/Latino Mentoring Program (Oct 2017)</p> <p>*Tutors are in the schools and at Community Action *23 students</p> <p>Beloit 100 Volunteer Initiative (Oct 2017) *29 Volunteers *Connecting skills to student needs.</p> <p>Partnership with ProSquared to provide financial literacy opportunities for students.</p> <p>See attached form for details</p>
<p>Schl/Parent Communication Policy/Practice are not always in sync.</p> <p>Tracking missing assignment/failing students (different practices for each school and or each teacher.)</p>	<p>Anecdotal (E)Quality Committee minutes of 2-9-15 <i>Group 1 Goal:</i> ⁴</p>	<p>Better efforts to update Skyward</p> <p>Strive for greater and earlier teacher/parent communication, especially when assignments are not turned in or student is failing to master the work.</p>	<p>Skyward training for staff is ongoing (Oct 2017)</p>
<p>Gaps in Parent/School Relations</p>	<p>(E)Quality Committee minutes of 2-9-15 <i>Group 1 Goal:</i> ⁴ lists many areas to</p>	<p>Teacher Home Visits ^{10,11} and/or</p>	<p>Expectations assembly (Aug/Sept 2107) (Ongoing)</p>

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
<p>Engagement & being supportive of community members, particularly parents is weak.</p> <p>Parental involvement is weak in schools and what students are expected to learn is too often NOT clear to parents.</p> <p>When 43% Disagree or Strongly Disagree student expectations are clear, this should be a RED FLAG about how we are doing in involving parents in schooling our children, and is at least somewhat AT ODDS with reported communication with parents.</p> <p>School Images can be improved in our community.</p>	<p>address and from the All Staff Survey parent involvement is strong in this school. Question #31 26% Agree or Strongly Agree vs. 43% Disagree or Strongly Disagree⁵ and I communicate with parents often about their child's progress #30 over 80% Agree or Strongly Agree⁶ and what students are expected to learn is clear to their parents #32 43% Disagree or Strongly Disagree. 7</p> <p>I believe that this school has a good image in the community. 8 With 20% neutral and 23% disagree or strongly disagree there is an image problem - what is this based on?</p>	<p>Liaisons/Navigators to make visits with parents (help them navigate school system), gather information and share it with teachers</p>	<p>(E)Quality Meeting (Oct 10th) Parent Academy (Oct 10th) *Y2Y Discussed the impact and signs of Substance Abuse</p> <p>LULAC (2 adult Chapters) *2017</p> <p>NAACP Education Committee Self-Assessment Report (Nov. 21, 2017)</p> <p>Latino Service Providers Coalition</p> <p>Language Access Policy (in progress)</p> <p>Principal for A Day - Jen Thompson* (8 Community members participated in event)</p> <p>Meeting with MEO reps on 12-6-17 (Established MEO organizations at all primary, intermediate and the High School)</p> <p>Combined (E)Quality and Parent Academy on 12-11-17 discussed</p> <p>Human Trafficking led by Rock County Anti- Human Trafficking Task Force</p> <p>(E)Quality Meeting on 1-8-18</p> <p>Parent Academy 1-10-18 Internet Safety led by Technology Coaches</p> <p>(E)Quality Committee on 2-12-18</p>
<p>Gaps in Student/School Relations Perceptions by STUDENTS teachers care about them and STUDENTS have a VOICE or SAY in ACTIVITIES AND RULES is too low.</p> <p>Perceptions by TEACHERS/ STAFF that STUDENTS respect them is too low.</p>	<p>Percentage of students who strongly agree or agree their teachers really care about them and give a lot of encouragement.</p> <p>Percentage of students who strongly agree or agree that students have lots of changes to help decide things like class activities and rules.</p> <p>2013 composite below 50% - At Risk Report 1 (both statements above)</p>	<p>Teacher Home Visits^{10,11} and/or Liaisons/Navigators to make visits with parents (and help them navigate the school system) and gather information and share it with teachers</p>	<p>LULAC Student Chapter (71 students) (Oct 2017)</p> <p>*Expanded to two intermediate schools (Cunn & McNeel)</p> <p>Announced 2018 MLK Essay Winners (17 student winners) December 2018</p> <p>Partnering with Fellas Lifestyle Magazine to feature profiled men in City of Beloit.</p>

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
Home School Liaison Hackett Grant	P5 Documentation, Hackett Liaison, Attendance Reports, Skyward Access Numbers and Data	Hire Home School Liaisons to address truancy, ensure frequent contact for parents who do not or cannot access Skyward, improve connections between home and school	Participated in Gaston Read In 12-22-18
Parent Skyward training at some schls for Open House	Number of access by parents in Skyward	Train parents at workshop,PTA, conferences, summer orientation	
Internet access needed for Skyward and homework		Develop list of internet access centers Example: Library, McDonald's, Boys and Girls Club, Merrill Center, churches	
No District wide or school wide homework policy	Board homework policy Administrators at each level/school	Each school should develop consistent homework policy - school wide or by grade level Use homework hotlines, school websites, homework agendas	
Report Cards Elementary - given to student and parents return signed envelope Intermediate - mailed High School - Skyward	Administrators/Skyward	Intermediate parents return form indicating they have seen report card Home School Liaisons/Teachers/ Counselors to contact those not returned Fan out phone calls to parents to let them know when report cards are available	
After school programs more focused at Elementary schools Knights table for athletes	School site plans	Tutoring programs and after school tutoring and study groups/hall - especially for math and language arts	Putting faces on the data (August 2017) *Ongoing MEO/LULAC/AP Tutors (Sept. 2017)
Summer school focused only on academics not attracting students who need it most	Summer school reports	Allow student to take one fun course and one academic course in an area recommended by his/her teacher	Mr. Bonds (ongoing)
Mentor Programs --Lunch and Learn --Lunch Buddies --One on One --ABC Supply tutors/	Students have a role model	Community organized volunteers/adopt a school Organizations --Black Male Role Model Group --BAREA --Companies	Partnered with Community Action (7 Students in Workforce Innovation and Opportunities (WIOA) In School Youth Program *Scholarships attached (August 2017) Beloit 100 Recruitment (August 2017)

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
Merrill School		--UW Whitewater (i.e. fraternities, sororities, etc.) --Beloit College --Churches	Beloit 100 Recruitment (September 2017)
PTA, PTSO, Home and School, Minority Parent Organization	Parent involvement directly correlates to student achievement	Encourage schools/community to reinvigorate these groups	
Porter Scholar Program	Apply as Juniors through counselors	Better recruitment effort through counselors, social media and websites	Blackhawk Tech Teacher Education Program (August 2017)
Transition from 5th to 6th Middle School Counselors and Students visited 5th graders, 5th grade visit to Middle Schools summer/school orientation	Students develop confidence and level of comfort	5th grade parents & student orientation day at their location-no transportation needed due to new grade configuration Offer summer school transition class, same could be done for 8th grade transitioning to BMHS	
Parent individual or school level surveys P-5 requirement, site teams	Survey results and actions taken to resolve issues Comparison to previous years	Required for each site to be given beginning of 2nd semester so results can be analyzed and acted on before the next school year	
Text adoption by staff and approved by Board	Not always culturally relevant to all	Look at images used, topics, inclusion of all cultures, races, ethnicities & genders	
Parents unaware of curriculum goals & standards for each grade	State standards first introduced well and communicated, on some report cards	Each grade or area should give out benchmarks/goals	
School websites	Often out of date, newsletters posted, not used for continuous communication	Staff directory should be included, monthly calendar, code of conduct summary sheet, staff email and school phone numbers listed	
Implementation of the Code of Conduct & Zero Tolerance Police Intervention	Disproportionate # of minority students are affected by Zero Tolerance Policies. 2014-2015 school yr. 69 students were expelled up from 58 in previous yr. BDN interview quoted then Asst. Supt. Johnson as stating, "There is a wide body of research that has discounted zero tolerance for a litany of	Complete review of code of conduct. Reexamination of zero tolerance policy. Reduce need for police intervention. Explore wrap around services to be restructured in school suspensions. These include conflict mediation (peer & staff) training, restorative justice (with parent, student and referring	Community Action meeting addressed services expansion for expelled students & B.A.S.S.(Aug. '17) 69 Expulsions (2014-2015) 17 Expulsions (2015-2016) 23 Expulsions (2016-2017)

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
	disciplinary infractions as not effective. In addition, zero tolerance has been shown to cause racial disproportionality, negative educational outcomes, elevated dropouts and increasing rates of suspensions and expulsions."	school personnel), youth court, parenting courses, out of school behavioral services or any other interventions to address the problem. Recognize those who are displaying good behavior ex: PBIS recognitions. Hearing officer should be included in cultural competency training.	SRO Roles vs Admin roles (August 2017) *Ongoing Beloit Alternative to Student Suspension Program (Sept. 2017) *Peaceful Solution Character Education Program (Sept. 2017) *Peaceful Solution Character Education Program (Oct 2017)
Truancy Letters sent to parents, Fines, Truant Officer contacts	Attendance data 2014-2015 (up to end of December 2014) Hispanic and African American students are 27.5% of moderate or severe chronic absences.	Be sure calls are made to home if not notified by parent. Truancy letters should be sent in a timely manner. Truancy officer(s) should be used at all grade levels. Create a task force of district officials and community members to address chronic attendance problems. Explore options other than fines for truancy. Re-evaluate staffing needs for truant officer at elementary & intermediate levels.	In School Suspension rooms and Merrill Center (B.A.S.S.) 1) Interjurisdictional Team (August 2017)
Scholarship Banquets Honor Rolls	Athletes receive a lot of recognition. Elementary students and intermediate students receive less public recognition	Academic accomplishments need to be more widely recognized at all grade levels. Use newspapers, websites and newsletters.	*3rd Annual Veterans Day Program (November 10, 2017) National Honor Society Induction Ceremony 2nd Annual Dr. Martin Luther King Jr. Unity Breakfast (Jan. 15, 2018) * Eclipse Center *Mahmoud Abdul Rauf (Speaker) MLK Breakfast Held over 500 people in attendance 2nd Annual Knight of Distinction (May 4, 2018) Eclipse Center
Counselors at all levels Social Workers at all levels	Caseloads are too high.	Increase staff at all levels to decrease caseload and improve level of service. Determine a specific # of counselor contacts/students each at the high school.	

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
Mid quarter progress reports have been sent home by some schools and individual teachers.	Administrators, individual teachers, school site plans	Mid quarter reports need to be sent out to students who are failing, not meeting proficiency standards or have multiple missing assignments. Provide signature slip so parents can confirm receipt.	
Low % of minority professional educators	Children relate more easily to those they can identify with.	<p>Increase efforts to hire more minority teachers.</p> <p>Use inservice/retired minority teachers to recruit.</p>	<p>Recruitment Efforts (Ongoing) Beloit Recruitment Fair on 2-12-18 Good turnout of Community Members/ connected with UWW Future Teachers Program, other districts reaching out for more information</p> <p>Grow Your Own Multicultural Scholarship (August 2017) Grow Your Own Multicultural Scholarship (September 2017) Equity, Recruitment, and Retention Plan (will be October 30, 2017) *Ad Hoc Diversity Committee Schools to Prison Pipeline Presentation (will be in Nov. 2017)</p> <p>Received \$5,000 donation to Grow Your Own Scholarship Program from Ho-Chunk Indian Nation Call Me Mister Program (August 2017)</p>
Career Center staff hired	No apparent start up	Expedite a startup. Enabling students to see a reason for education and career path for a promising future.	
CESA Parent advocate	No formal advocate program or referral to CESA advocate	Connect with CESA or other agencies for parent advocacy training for volunteers	
Elementary Conferences Scheduled	Anecdotal from parents		

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2017-2018
6-8 unscheduled - go from room to room at McNeel & Cunningham BMHS Unscheduled - All educators located in gym	The conference process for 6-8 is time consuming and frustrating at some intermediate sites. Many times parents are not able to conference with all of their children's teachers in the time allotted, especially when they have more than one child.	If 6-8 teachers were all located in one area like the high school, Aldrich and Fruzen, parents would be able to see which teachers are available and it would cut out the unnecessary travel time back and forth to classes to check availability. This would increase parent teacher contacts.	Ongoing Communication
Roy Chapman Andrews and Beloit Learning Academy often unable to attend or unaware of events at BMHS	Site Calendars Parent/Board member from sites Event Registration and attendance list.	BMHS, Beloit Learning Academy and Roy Chapman Andrews Academy administrators need to coordinate their calendars so there are no conflicting events to allow students to be involved in fairs and other BMHS activities. Parents at RCAA/BLA need to be made aware that their children can participate in these activities.	RCAA located at BMHS (Summit Project Based Learning Program training in July 2017, Recruitment efforts, etc.) RCAA Recruitment (Ongoing) (Sept. 2017)

Recommendation #1:

The Beloit Board of Education must articulate a broad vision that converts a district-wide commitment to diversity into a concrete achievable plan to recruit and retain a diverse body of high quality faculty and administrators. This must then be integrated with the district's larger strategic plans while also reflecting the diversity of the student body. Further, the board must affirm its commitment and intent to assess successes in order to ensure that the district reaches and maintains the visionary goal it sets. The goals, assessment criteria, and progress toward goals must be shared with community members through board meetings at regular intervals.

Recommendations #2:

The Beloit Board of Education and the district administration must articulate the importance of producing and maintaining an organizational climate that is inclusive, respectful, and effective in allowing employees to work to their highest potential. This goes hand-in-hand with acknowledging the importance of a diverse workforce. In order to establish baseline and other data sets about climate, it is crucial that periodic (at least annual) climate and exit surveys be administered to ALL employees. These data must then be used to both assess and improve the climate on an ongoing basis.

MEO

School: **Cunningham**

Advisor: Ryan Anderson and Andee Douglas

of students in MEO: 12

Recent Activities: Jesse White Tumblers, Black History Month Luncheon, Black History facts of the day, MEO Dance w/LULAC students, Field trip to UW-Whitewater w/LULAC students, Passing out food at caritas (when weather gets warmer).

School: **Gaston Elementary School**

Advisor: Kenda Roman

of students: 12

Recent Activities: Thanksgiving Day Baskets, ALL Monthly PBIS Character Assemblies, Pennies for Patients in conjunction with Black Month focusing on (Jane Cooke Wright pioneering cancer researcher and surgeon noted for her contributions to chemotherapy) & Dr. Charles Drew), Hormel Dr. Martin Luther King Essay, SDB MLK Essay, DREAM Week, Greeters for Gaston Read - In, Cupids for Valentine's Day

School: **Aldrich Intermediate School**

Advisor: Alicia Wash

of students: 15

Recent Activities: Food Drive (November), Holiday Bazaar Bake Sale (December), Multicultural Night Event (February 15th, 2018), Black History Month Assembly and Community Speakers (February 19th, 2018).

School: **Beloit Memorial High School**

Advisor: Candace Link

of students: 25

Recent Activities:

- Kwanzaa with Beloit College Help Yourself Programs (December 20th @ Beloit College Pearsons Hall)
- UW-Whitewater BSU panel @BMHS with LULAC and Latino Club (February 2nd in BMHS IMC)
- African American Read-In (February 2nd in the Knight Spot), Soul Food Luncheon (rescheduled for March 9th)
- Black History Month Assembly (February 23rd BMHS Auditorium)
- Select MEO members @ Merrill Elementary for Read-In

School: **Hackett Elementary**

Advisor: Catherine Froze

of students: 17

Recent Activities:

- Greeted and helped direct guests for our Science Night
- Planned a bake sale that was cancelled due to weather
- Will assist with Read Your Heart Out on Feb 23rd.
- Have a bake sale on March 9th @ BMHS during PDs.

School: **Robinson Elementary School**

Advisor: Jessica Belongia

of students: 11

Recent Activities: Food Drive (November), Robinson Gift of Giving (December), Military Care Packages (December) Valentines Day Cards for local nursing home (February) Soul Food Dinner/Black History Month celebration (February) MEO reads to 4K (March-April)

School: **Merrill Elementary School**

Advisor: Nicole Davidson

of students: 15

Recent Activities:

- Hispanic Heritage Celebration with LULAC Readers and parent readers, collaboration with Even start and Beloit College (Sept 22nd)
- 7 Habits of Highly Effective Families Parent Workshop (Jan 11)
- Attended Freedom Riders play at UW-Whitewater's Young Auditorium (Feb 5th)
- Black History fact of the day on morning announcements (All February)
- Will be school ambassadors and helpers for Read Your Heart Out (Feb. 28th)

School: **Fruzen Intermediate School**

Advisory: Stacy Nemetz

of students: 18

Recent Activities:

- Food Drive
- Hosted Rec Night
- Winter Olympics Advisory Competition
- Black History Month Game Show Assembly, Daily Announcements, Posters
- Mentors

School: **Beloit Memorial High School**

Advisor: Heather Churches

of students: 42

Recent Activities:

- Thanksgiving Food Drive (ECHO Food Pantry)
- Caroling and Christmas cards for residents at Premier Care and Pioneer Court
- Food Drive for Caritas (waiting for approval)
- Childcare at Merrill for parent meetings

Upcoming Activities:

- Penny Drive (waiting for approval)
- Kids Against Hunger
- Día del niño at Hackett
- Día del niño (community location)
- Cinco de mayo assembly
- Creating video to bring awareness about immigration issues

School: **Converse Elementary School**

Advisor: Heather Cesarz

of students: 19

Recent Activities:

- Hispanic Heritage Celebration (Oct. 15)
- Multiculturalism Celebration in conjunction with Latino Club (Dec. 21)
- MLK Assembly- Essays, character awards, and reciting of speech (Jan. 26)
- Spreading kindness- "happy grams" around the school (Feb. 13)
- "Motown on Townline" Black History Month Celebration
- Celebrating powerful women in history (March 29)
- Global Youth Service Day (April 20-22) "Kindness Rocks"

School: **McNeel Intermediate**

Advisor: Audrey Vaughn

of students: 26

MEO supported and participated in Latino/Latina Pachanga Music, Dance, and Food Celebration-----
September

MEO members visited the Sun Valley West to socialize and play Bingo-----October

Activities: Before Thanksgiving break, the whole school participated in a writing essay:

"What I am Thankful For"----- November

MEO members read to 4th Graders and performed a play "Three Billy Goats Gruff" ---December

MLK and Barb Hickman Assembly (Essay Winners, students recognition awards, and reciting an essay from one of the winners) January

MEO members will meet, greet, and perform for our Community Speakers----- February

Students research African-Americans and present over the PA system-----February

MEO students will perform, read, dance, and share their research posters/picture of African-Americans with the 4th and 5th graders-----February

MEO members will announce Women contributions over the PA system-----March

MEO students will donate can goods and books to Caritas-----April

Students will stock shelves with books, can goods, and organize clothing for Youth Service Day----April

MEO students will perform in Talent Show at BMHS-----April 20th

MEO students will go to Apple's for an etiquette lessons-----May

Community members present to 7th and 8th graders-----Life Lessons and Facing Challenges-----

Throughout the year

School: **Todd Elementary School**

Advisory: Anya Ramsey-Martinez

of students: 20

Recent activities:

- Todd School has an MEO Club!
 - Thursdays afterschool 3:15-4:15
 - 20 students from CLC who self-selected to participate
 - 1-3 graders
 - Amaze Curriculum – anti biased Everyone Matters starts with feelings and how we want to be together and to each other moves into family types etc.
 - MEO club made holiday cards for nursing home residents- December
 - MEO club focusing on random acts of kindness. Made lemonade and delivered to other EXCEL students as a surprisingly sweet surprise- February
 - MEO will be baking cookies and delivering them- March

School Wide efforts

- Trauma Informed School (DPI Modules)
 - Culturally Responsive Team
 - Book study- Culturally and Linguistically Responsive Teaching and Learning
 - PBIS Assembly- January- MKL Speech winners recognized, Todd choir sings,
 - DLI Signage in English and Spanish around school, interpreting at family nights, bringing DLI to the school and the school to DLI
- * January Cultural Family Night- families and staff brought and share food, and displays about their heritage.



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Emergency Plan Debriefing

Which area of the Strategic Plan does this support? Students, Staff, Communication

Your Name and Title: Dr. Darrell Williams, Interim Superintendent

Others assisting you in the presentation: Cabinet Members

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To debrief the board members and public following the various rumors and social media posts, as well as a backpack check last week at the high school.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Dr. Williams will provide the debriefing report as well as other cabinet members or administrators as needed.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Not applicable.

D. What are your conclusions?

Not applicable.

MOTION: Not applicable.

I propose using N/A

Long Term Committed Funds? No

BUDGET LOCATION: Not applicable.

FISCAL IMPACT: Not applicable.



NOTICE OF MEETING

SCHOOL DISTRICT OF BELOIT (E)Quality Committee

Date: Monday, February 12, 2018
Time: 4:00 p.m.
Location: Fruzen Intermediate (Library)
2600 Milwaukee
Beloit, WI 53511

PLEASE NOTE LOCATION CHANGE

AGENDA

- I. Call to Order
- II. Review of previous minutes
 - Motioned by V. Brown
 - Second by A. Wash
- III. Summer School Update- Mr. Bonds
 - Assistant Superintendent Mr. Bonds updated the committee on Summer Schools. Flyers were handed out to each attendee. There will be extended learning opportunities for Hackett and Merrill this year. BMHS students are able to gain initial credits during summer school not just make up courses. After school programming will be offered at Primary sites.
- IV. Recruitment and Retention- Mr. Bosco
 - Interim Assistant Superintendent Bosco presented an update on recruiting efforts. Efforts are ongoing and will continue. Discussion around ways to recruit candidates.
- V. Announcements
- VI. Adjournment Motion by D. Harrell

**FINANCE/TRANSPORTATION AND PROPERTY COMMITTEE
SCHOOL DISTRICT OF BELOIT**

February 13, 2018

1. CALL TO ORDER

The meeting was called to order by Cronin, Committee Chair at 6:10 p.m. in Room 106, the Superintendent's Conference Room, at the Kolak Education Center.

Members present: Dennis Baskin, Shelly Cronin and Wendy Sanchez.

Others present: Pam Charles, Laurie Endres, Kris Klobucar, Anthony Bonds, Jamie Merath, and Darrell Williams

2. APPROVAL OF THE AGENDA

Baskin moved approval of the agenda. Seconded by Sanchez, motion carried.

3. APPROVAL OF JANUARY MINUTES

Baskin moved approval of the January minutes. Seconded by Sanchez, motion carried.

4. REVIEW OF JANUARY PO'S BETWEEN \$15,000-\$25,000

There were no purchase orders between \$15,000 and \$25,000 for review.

5. BUDGET ADJUSTMENTS

Merath reviewed the budget adjustments.

Baskin moved to recommend to the full Board of Education the budget adjustments as presented in the February 9, 2018 purple packet. Seconded by Sanchez, motion carried.

6. WAIVER OF RENTAL FEES – BAY WRESTLING CLUB

Baskin moved approval of the request by BAY Wrestling Club to waive the rental fees of BMHS on February 7, 2018. Seconded by Sanchez, motion carried.

7. WAIVER OF RENTAL FEES – LEAGUE OF WOMEN VOTERS

Baskin moved approval of the request by the League of Women Voters to waive the rental fees of Kolak on March 22, 2018. Seconded by Sanchez, motion carried.

8. WAIVER OF RENTAL FEES – AIR FORCE BAND

Baskin moved approval of the request by the Air Force Band to waive the rental fees of Fruzen on February 9, 2018. Seconded by Sanchez, motion carried.

9. WAIVER OF RENTAL FEES – HERITAGE BAPTIST CHURCH

Baskin moved approval of the request by the Heritage Baptist Church to waive the rental fees of BMHS on April 7, 2018. Seconded by Sanchez, motion carried.

10. FUTURE ITEMS FOR DISCUSSION

No future items for discussion were requested.

11. ADJOURNMENT

The meeting adjourned at 6:13 p.m.

School District of Beloit
CURRICULUM AND INSTRUCTION COMMITTEE MEETING

Tuesday, February 13, 2018
Kolak Education Center—Room 106

MINUTES

1. Call to Order

The Curriculum and Instruction Committee Meeting was called to order by Kris Klobucar at 4:15 p.m.

Committee members present: Pam Charles, Laurie Endres and Kris Klobucar.

Also present: Dennis Baskin(5:10), Shelly Cronin, Wendy Sanchez(5:47), Anthony Bonds, Tony Bosco, Charo Chaney, and Darrell Williams.

2. Approval of Agenda

Klobucar moved to table the Human Growth and Development Committee Approval agenda item. Seconded by Charles. Motion carried 3-0. Klobucar moved the Weighted Grade presentation before the Avid presentation on the agenda. Charles seconded the motion. Motion carried 3-0.

3. Approval of January 2018 Meeting Minutes

Klobucar moved approval of the January, 2018 minutes. Charles seconded the motion. Motion carried 3-0.

4. Appoint Committee Vice Chair

Klobucar appointed Charles to serve as the committee vice chair.

5. Data Reports (no report this month)

There was no report this month.

6. Achievement Gap Efforts

AVID Update and Expansion

Jacqueline Jolly along with Jaymee Thompson, Assistant Principal, instructors, and a student presented on the AVID update and expansion. They discussed WICOR strategies (Writing, Inquiry, Collaboration, Organization and Reading), AVID elective courses, AVID student ambassadors, AVID elective teachers and tutors. Thompson reviewed the data including successes and challenges. She also shared GPA data for the AVID students. She also indicated that the plan for next year is to expand into 8th grade and 10th grade. She shared the ideal plan to roll out becoming an AVID district by 2021-2022. The idea is to go slow enough so that it is successful.

The student shared items that she likes about AVID such as the writing. TRS (tutorial request form) was a challenge for her in the beginning however it's gotten easier and she is used to doing them so they aren't so bad anymore. AVID has made her more organized and helped her keep her grades up with her transition from 8th to 9th grade. She would tell other students to do it because it has been helpful to her.

Endres asked how it will fit into the academies. The instructor indicated that the academies are the "what you are doing" and AVID is the "how you are doing it." Charles asked what speakers they have had coming which included recent grads, college professors or college admissions officers, and business people. Another Klobucar question was how students are chosen. Jolly indicated that information is received from Skyward, data is streamlined, teachers can recommend, however, it is a student's choice whether or not they join. It was also asked why expand now? Bonds indicated that there is an urgency due to the academic needs. High school staff is already trained and will be trainers for other staff. Funding is available in this year's budget for the expansion needs. Klobucar inquired about the parental component. An instructor indicated that there are things they are doing including parent workshops, with plans to hold more next year.

Endres moved approval to the full Board of Education of the Advancement Via Individual Determination (AVID) implementation. Seconded by Klobucar. Motion carried 3-0.

Math Programming Update

Bonds reminded the committee members about the changes in Math last year and aligning the math

programming from elementary to high school. Bonds also explained that many students take math in first semester one year and then not again until second semester of the next year. Bonds briefly reviewed the rationale and the benefits of the course changes such as smaller class sizes, differentiation for students, continuous math instruction and more students taking ACT core.

Jolly indicated that grading needs to be consistent, supplemental instruction with African American mentors, afterschool support with Title 1 funds, meeting with parents to assist them with helping their students, getting rid of Odyssey which has not been helping students in summer school but focusing on the Math skills that students need.

Deb Prowse, instructor indicated students are coming from 8th grade without the preparation they need for Math at the high school levels. She feels that there is a systemic problem especially in the past where Math did not build from elementary to high school like it will starting now.

Jolly also stated that this is the first year of the new curriculum K-12 and they are finding gaps so they are putting interventions in place as well as supports for the 4th and 5th grade students where some of the largest gaps are because the curriculum changed significantly.

Baskin would like to have this item brought back to the full Board of Education. He would like to see the systemic problem Prowse addressed re-examined by the administration.

Klobucar indicated that she sees a long-term system in place, but there does not seem to be short term solutions, enough money and resources in place to help the students who need the help now.

Prowse feels that some of the problem is that kids are moving forward in lower grade levels when they should not be moving forward and the board wants students to move yet meet certain standards and it cannot always be both.

Endres made a recommendation to bring it back with what resources do you have, do you need and how can the board help. What creative things can be done with different resources, people, etc.

This item was for information only. No action was taken.

Weighted Grades

Bonds introduced the weighted grades topic as well as Carole Campbell, High School Principal, Charo Chaney, TLI Director of Data, Assessment and Professional Development, and Matt Flynn, AP Instructor. Flynn did a blind survey of the 20 AP teachers at BMHS and all were in favor of weighted grades. He then shared the information with Campbell and Bonds. He also contacted four colleges in state like Whitewater, Marquette, Beloit College and one other to get their response to using weighted grades. Campbell shared that one of the top reasons students don't take AP classes is that they don't want to ruin their grade point average.

Committee members asked questions about transcripts, pros/cons, making sure kids understand what colleges will do with grades, valedictorian and salutatorian, consider what makes a student ready for AP classes and making that known to students and families, graduating with honors and what that means, i.e., just GPA or other areas considered as well.

Klobucar moved to recommend approval to the full Board of Education the creation of a weighted grading system to the high school grading scale for AP courses. Endres seconded the motion. Motion carried 3-0.

Human Growth and Development Committee Approval

This item was tabled. See motion above.

7. Academic Achievement Ad Hoc Committee Update

Bonds provided a brief update of the work of the Academic Achievement Ad Hoc Committee.

8. Future Agenda Items

Second Step - Child Protective Unit (March)
Math Curriculum Workshop

9. Adjournment

The meeting was adjourned at 6:10 p.m.

**POLICY AND PERSONNEL COMMITTEE
SCHOOL DISTRICT OF BELOIT**

January 23, 2018

1. CALL TO ORDER

The Policy and Personnel Committee was called to order by Dennis Baskin, Chair at 5:00 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Shelly Cronin, Kris Klobucar and Dennis Baskin. Others present: Pam Charles, Laurie Endres, Wendy Sanchez, Tony Bosco, Deetra Sallis, Darrell Williams and Mary Hubacher, Attorney.

2. APPROVAL OF THE AGENDA

Klobucar moved approval of the agenda. Seconded by Cronin. Motion carried.

3. HARASSMENT POLICIES

Baskin asked to begin by looking at Policy 522.6 and 522.6 RULE 1 Sexual Harassment and the corresponding rule. Sallis explained that the policies are pretty good however, there is room for improvement in building additional language for Quid Pro Quo and hostile work environment. She also felt defining a sexual or romantic relationship should be added as well. Charles suggested reviewing Policy 411.1 and the rule which she worked on a few years ago with the attorneys. Baskin moved to table 522.6 Sexual Harassment and 522.6 RULE 1 Discrimination Complaint Procedures and have them come to the committee in February for an official first reading.

Baskin also recommended to table 112 RULE 1 Employee Discrimination Complaint Procedures, 112 RULE 2 Student Discrimination Complaint Procedures, 522.2 Employee Misconduct, 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, and 527 Administrative Procedures for the Investigation of Complaints Against School Personnel and have the appropriate departments review them and make and recommended changes for first readings if necessary. Seconded by Cronin. Motion carried.

4. POSSIBLE PERSONNEL CLOSED SESSION ITEMS*

Baskin moved to convene the Policy/Personnel Committee into Closed Session pursuant to Section 19.85(1)(c) of the Wisconsin Statutes relative to considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility 19.85(1)(b) considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or the investigation of charges against such person; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken. The notice shall contain a statement that the person has the right to demand that the evidentiary hearing or meeting be held in open session. This paragraph and par. (f) do not apply to any such evidentiary hearing or meeting where the employee or person licensed requests that an open session be held and Section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Seconded by Klobucar. Motion carried on a roll call vote 3-0.

The committee reviewed personnel recommendations, renewals and non-renewals, administrators' tuition reimbursement and closed session minutes.

5. THE POLICY AND PERSONNEL COMMITTEE MAY RECONVENE TO PUBLIC SESSION IN ORDER TO TAKE ANY ACTION, IF NECESSARY ON ITEMS DISCUSSED IN CLOSED SESSION

Baskin moved to reconvene to open session. Seconded by Klobucar. Motion carried.

Klobucar moved to recommend the personnel recommendations – Exhibit A, tabling O.L. to the full Board of Education for approval. Seconded by Cronin. Motion carried.

6. FUTURE ITEMS FOR DISCUSSION

Future items for discussion included Equity/Recruitment Plan, Cost Analysis and Recruitment Report, Exit Interview Data and a Booster Club for Athletics Update in February, and Body Cameras Policy, Hiring/Promotion/Transfer Policy and Compensation Workshop which are to be determined.

7. ADJOURNMENT

The meeting adjourned at 6:18 p.m.

POLICY AND PERSONNEL COMMITTEE
SCHOOL DISTRICT OF BELOIT
February 13, 2018

1. CALL TO ORDER

The Policy and Personnel Committee was called to order by Dennis Baskin, Chair at 6:13 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Shelly Cronin, Kris Klobucar and Dennis Baskin. Others present: Pam Charles, Laurie Endres, Wendy Sanchez, Anthony Bonds, Tony Bosco, Jamie Merath, Emily Pelz, Deetra Sallis and Darrell Williams.

2. APPROVAL OF THE AGENDA

Klobucar moved approval of the agenda. Seconded by Cronin. Motion carried.

3. APPROVAL OF JANUARY 2018 MINUTES

Klobucar moved approval of the January 9 and 23, 2018 minutes. Seconded by Cronin. Motion carried.

4. ATHLETICS BOOSTER CLUB UPDATE

Joel Beard, Athletic Director, showed board members enhancements to the Barkin Arena and Fieldhouse as well as trophy cases that were made by students last year and are now being displayed. He also showed enhancements to the pool area. He indicated that the Knight Club has been formed with a few officers, which is the new booster club. They plan to file for 501c3 status and will hold regular meetings. They have a website off of the Athletic website. He stated that moving forward they would like to start a nutrition program, which the booster club may take on.

Cronin asked how Knight Club funds will be allocated to the different sports. Joel indicated that they don't have enough money to do anything yet. He stated that the vision would be to supply food for all teams. Cronin asked for an overall vision. Beard indicated it's a work in progress and currently they are looking at the nutrition and youth sports grades 4-8.

5. POLICIES FOR FIRST READING

Sallis explained the revisions to the harassment policies and the employee misconduct policy.

Klobucar moved to recommend the revisions and layover of Policy 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, 522.6 Sexual Harassment and 522.6 RULE 1 Staff Discrimination Complaint Procedures to the full Board of Education for first reading. Seconded by Cronin. Motion carried.

Baskin moved to table Policy 522.31 Supervisory Nepotism until March. Seconded by Klobucar. Motion carried.

6. POLICIES FOR SECOND READING

Baskin moved to recommend to the full Board of Education the revisions of Policy 353.3 Language Access Policy for second reading. Seconded by Klobucar. Motion carried.

Klobucar moved to recommend to the full Board of Education the revisions of Policy 522.1 RULE 2 Drug and Alcohol Testing. Seconded by Cronin. Motion carried. Baskin moved to recommend to the full Board of Education the revisions of 522.11 Pre-Employment Drug Testing and 522.11 RULE 1 Pre-Employment Drug Testing Procedures. Seconded by Klobucar. Motion carried.

7. SUBSTITUTE TRAINING FOR TEACHERS AND PARAPROFESSIONALS

Sallis explained several people from various departments met and determined what content would be needed to train someone for subbing. They determined it would be a two day training. Day one is for four hours covering a multitude of items. Day two will be a full day of training with mandatory videos in the morning and job shadowing in the afternoon.

Klobucar moved to recommend to the full Board of Education approval of the substitute training and the cost associated with it. Seconded by Cronin. Motion carried.

8. EQUITY & RECRUITMENT PLANS

Baskin moved to table the Equity and Recruitment Plans until March. Seconded by Klobucar. Motion carried.

9. LABOR LIAISON UPDATE

Sallis provided an update on the employment fair at Fruzen indicating that it was good. Thirty-four people checked in and 25 people completed the exit survey with great feedback.

10. LEGISLATIVE UPDATE

Charles indicated that the resolution submitted to the convention, was changed by WASB and then changed again by the delegation so it really no longer represented what the board was trying to bring forth. She also explained that the bill for mandatory expulsion hearings for students who bring guns is now going to have more local control.

11. DISTRICT CLOSURE FOR SNOW DAY & POLICY 723.4 RULE 1 EMERGENCY SCHOOL CLOSINGS PROCEDURES

Sallis explained the process for making the determination to cancel school. She then explained that the professional educator staff would have one day added at the end of their calendar and 52 week staff had to take a leave of some type for the day. She indicated that the cabinet was hoping the board would consider gifting this day back to staff since the Sheriff's department was asking people not to travel and the conditions were determined to be so unsafe.

Baskin moved approval of waiving policy 723.4 RULE 1 Emergency School Closings Procedures and gifting Friday, February 9th to all staff as a day off with no need to extend the calendar nor take time off.

Seconded by Cronin. Motion carried. Baskin asked that Dr. Williams and Deetra send out the email to all staff.

12. POSSIBLE PERSONNEL CLOSED SESSION ITEMS*

Baskin moved to convene the Policy/Personnel Committee into Closed Session pursuant to Section 19.85(1)(c) of the Wisconsin Statutes relative to considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Seconded by Cronin. Motion carried on a roll call vote 3-0.

Members discussed exit interviews, the consultant for Business Services, the HR director position and Personnel Recommendations.

13. THE POLICY AND PERSONNEL COMMITTEE MAY RECONVENE TO PUBLIC SESSION IN ORDER TO TAKE ANY ACTION, IF NECESSARY ON ITEMS DISCUSSED IN CLOSED SESSION

Cronin moved to reconvene to open session. Seconded by Klobucar. Motion carried.

Baskin moved approval of the consultant for business services. Seconded by Cronin. Motion carried.

14. FUTURE ITEMS FOR DISCUSSION

Future items for discussion included Equity/Recruitment Plan and Supervisory Nepotism Policy in March and Associate versus Bachelor Degrees for substitutes, Body Cameras, Hiring/Promotion/Transfer Policy and Compensation Workshop which are to be determined.

15. ADJOURNMENT

The meeting adjourned at 7:52 p.m.



School District of Beloit Board of Education Report

I. BASIC INFORMATION

Topic or Concern: Consent List

Your Name and Title: Laurie Endres, President, Board of Education

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To facilitate Board action.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Consent List items are noted with an asterisk (*). Statement of action requested is included in the normal sequence in the agenda packet.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

All items listed with an asterisk (*) will be enacted by one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the General Order of Business and considered in their normal sequence on the agenda.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The Board of Education of the School District of Beloit approves the items on the Consent List.

FISCAL: Any fiscal impact is noted on the individual agenda pages.

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
January 23, 2018**

The Board of Education held a special board meeting on January 23, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 6:18 p.m.

Members Present: Dennis Baskin, Pam Charles, Shelly Cronin, Laurie Endres, Kris Klobucar and Wendy Sanchez. Also present: Tony Bosco, Emily Pelz, Deetra Sallis and Darrell Williams.

Sanchez moved approval of the agenda. Seconded by Klobucar. Motion carried unanimously of the members present.

Klobucar moved to convene the Board of Education into Closed Session pursuant to Section 19.85 (1)(a) of the Wisconsin Statute relative to deliberating concerning a case which may be the subject of any judicial or quasi-judicial trial or hearing. Seconded by Sanchez. Motion carried on a roll call vote 6-0.

Klobucar moved to reconvene to open session. Seconded by Sanchez. Motion carried unanimously of the members present.

Klobucar moved to reconvene the Board of Education into closed session pursuant to Section 19.85(1)(c) of the Wisconsin Statutes relative to considering employment, promotion, compensation or performance evaluation of data of any public employee over which the governmental body has jurisdiction or exercises responsibility and 19.85(1)(b) considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or the investigation of charges against such person; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken. The notice shall contain a statement that the person has the right to demand that the evidentiary hearing or meeting be held in open session. This paragraph and par. (f) do not apply to any such evidentiary hearing or meeting where the employee or person licensed requests that an open session be held and Section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Seconded by Cronin. Motion carried on a roll call vote 6-0.

Baskin moved to reconvene to open session. Seconded by Sanchez. Motion carried unanimously of the members present.

Endres adjourned the meeting at 6:57 p.m.

Michelle Shope, Board Secretary

Approved at the Special Board Meeting on February 14, 2018

Laurie Endres, President

**REGULAR MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
January 23, 2018**

The Board of Education held its regular meeting on January 23, 2018 at the Kolak Education Center in the Board Room. President Endres called the meeting to order at 7:04 p.m.

Members Present: Dennis Baskin, Pam Charles, Shelly Cronin, Laurie Endres, Kris Klobucar and Wendy Sanchez. Others Present: Darrell Williams, Interim Superintendent.

Baskin moved approval of the agenda. Seconded by Sanchez. Motion carried unanimously of the members present. Baskin led the group in the pledge of allegiance. Sanchez gave the announcements.

Jen Thompson, Public Information Officer, recognized Hackett Elementary School for increasing by nine points on the State Report Card as well as Martin Luther King Jr. Essay Contest Winners.

Endres opened up the podium for citizens to speak on items not on the agenda.

Dawn Raufman, N8440 Taylor Road, Whitewater, WI, invited board members to the Aldrich Intermediate School's Reading Night on March 15th to read to students and dinner from 5:30 to 6:30 p.m.

Interim Superintendent Williams introduced Tasha Bell who gave the Equity update for the month and reported on the (E)Quality Committee Meeting for January.

Evelyn Mendoza, Student Representative, reported highlights from the high school. Cronin reviewed the topics of the January Finance, Transportation and Property Committee meeting. Klobucar reviewed the topics of the January Curriculum and Instruction Committee meeting. Baskin reviewed the topics of the December Special and January Regular Policy and Personnel Committee meetings.

Charles moved approval of the consent list: 1) Special Board Meeting of December 19, December 27 and January 9; 2) Regular Business Meeting of December 19, 2017 and 3) Approval of the November Financial Summary. Seconded by Sanchez. The motion carried unanimously of the members present.

Klobucar moved approval of the expansion and restructure of the existing mentoring program for principals. Seconded by Baskin. Motion carried unanimously of the members present.

Klobucar moved approval of the assigning the appropriate department/Superintendent to create an orientation series and searchable handbook for all new administrators concerning district policies and procedures that new principals encounter for implementation in the 2018-19 school year. Seconded by Sanchez. Motion carried unanimously of the members present.

Klobucar moved approval of hiring a consultant to do an independent study to study, assess and strengthen the district's 4K and Kindergarten program. Seconded by Charles. Motion carried unanimously of the members present.

Klobucar moved approval of the commissioning of a study and continuing collaborations with Beloit College. Seconded by Sanchez. Baskin made an amendment to add with Beloit College and other institutes of high education. Seconded by Charles. The amendment carried unanimously of the members present. The amended motion carried unanimously of the members present.

Klobucar moved approval of placing 7 additional full time FTE positions to support administrative and/or student services needs on the budget priority list. Seconded by Charles who clarified the ad hoc committee understands that they can be removed from the priority list, which Klobucar confirmed. Motion carried unanimously of the members present.

Baskin moved to table Policy 112 RULE 1 Employee Discrimination Complaint Procedures, Policy 112 RULE 2 Student Discrimination Complaint Procedures, Policy 522.2 Employee Misconduct, Policy 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, and Policy 527 Administrative Procedures for the Investigation of Complaints Against School Personnel. Seconded by Klobucar. Motion carried unanimously of the members present.

Baskin indicated that he did not table Policy 522.6 Sexual Harassment and 522.6 RULE 1 Discrimination Complaint Procedures. He asked Sallis to speak to those policies. Sallis informed the board members as to the current practices and procedures the district has and is taking with staff on the subject of sexual harassment. Charles asked if Policy 411.1 Student Sexual Harassment is in the family handbook. Emily Pelz, Executive Director of Pupil Services indicated yes.

Baskin moved approval of the revisions and layover of Policy 353.3 Language Access Policy for first reading. Seconded by Cronin. Motion carried unanimously of the members present.

Baskin moved approval of the revisions and layover of Policy 522.11 Pre-employment Drug Testing, 522.11 RULE 1 Pre-employment Drug Testing Procedures and Policy 522.1 RULE 2 Drug and Alcohol Testing. Seconded by Sanchez. Motion carried unanimously of the members present.

Charles moved approval of the revisions of Policy 824 RULE 1 Procedures for Access to Public Records for final reading with the additional revision of adding cost of \$.10 per page. Seconded by Klobucar. Motion carried unanimously of the members present.

Sanchez moved approval of the revisions of Policy 830 Public Use of School Facilities and Policy 830 RULE 1 Use of School Facilities Regulations for final reading. Seconded by Cronin. Motion carried unanimously of the members present.

Baskin moved approval of the personnel recommendations – Exhibit A recommended by the Personnel Committee. Seconded by Cronin. Motion carried unanimously of the members present.

Items for future meetings included Board Docs, Committee Structures, and cost benefit analysis of HBCU Tours. Endres announced future meeting dates.

The meeting adjourned at 8:23 p.m.

Michelle Shope, Board Secretary

Approved at the regular meeting of February 27, 2018

Laurie Endres, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
February 13, 2018**

The Board of Education held a special board meeting on February 13, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 7:52 p.m.

Members Present: Dennis Baskin, Pam Charles, Shelly Cronin, Laurie Endres, Kris Klobucar and Wendy Sanchez. Also present: Anthony Bonds, Anthony Bosco, Jamie Merath, Emily Pelz, Deetra Sallis, and Darrell Williams. Attorney Rob Buikema was also present.

Baskin moved approval of the agenda. Seconded by Klobucar. Motion carried unanimously of the members present.

Endres discussed that the Chamber Annual Dinner is on Tuesday, February 27th and board members typically attend. There have been requests to attend and therefore, the board could move the televised meeting to either Tuesday, February 20 or Monday, February 26. She also discussed whether the board wanted to move the March business meeting since it falls during the week of Spring Break.

Endres moved to hold the February Business Meeting on Monday, February 26 and the March Business meeting on Tuesday, March 20. Seconded by Charles. Motion carried unanimously of the members present.

Endres indicated that there were seven companies that submitted bids for superintendent searches. She would like to find a date that the board could interview 4 of the 7 companies to select one for the new superintendent search. Shope will poll board members for interview dates, Endres will send questions out in advance and discussed the process to be used. Klobucar stated the firms indicated there were multi-levels and multi-tiers to ensure community involvement.

Merath provided an update on the Welcome Center indicating that they reviewed blue prints, the budget which was in excess of the planned budget. They went back to the drawing board to bring the estimated budget down and will be meeting again tomorrow. If the estimates are closer to the target budget, then bids will be released. Endres indicated part of the process is to start with everyone's needs and wants and then work to pare down to the appropriate budget.

Merath indicated that the Food Service and Technology contracts will be expiring in June. Food Service is through Fund 50 and falls under DPI and federal rules. Therefore, DPI would only grant a six month extension. She also indicated that she was recommending Technology for one year. Baskin moved to extend the contracts for Food Service and Technology until December 31, 2018. Seconded by Sanchez. Motion carried unanimously of the members present.

Baskin moved to reconvene the Board of Education into closed session pursuant to Section 19.85(1)(c) of the Wisconsin Statutes relative to considering employment, promotion, compensation or performance evaluation of data of any public employee over which the governmental body has jurisdiction or exercises responsibility and 19.85(1)(b) considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or the investigation of charges against such person; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken. The notice shall contain a statement that the person has the right to demand that the evidentiary

hearing or meeting be held in open session. This paragraph and par. (f) do not apply to any such evidentiary hearing or meeting where the employee or person licensed requests that an open session be held and Section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Seconded by Sanchez. Motion carried on a roll call vote 6-0.

Endres recessed the meeting at 8:13 p.m.

Endres reconvened the meeting at 8:17 p.m.

Board members listened to an administrator contract decision appeal, as well as reviewed personnel recommendations from the personnel committee, and received updates on administrator's tuition reimbursement, consultant contract updates, administrator personnel updates, and other personnel legal updates.

Cronin moved to reconvene to open session. Seconded by Baskin. Motion carried unanimously of the members present.

Baskin moved approval of the Personnel Recommendations - Exhibit A as recommended by the Policy & Personnel Committee. Seconded by Cronin. Motion carried 5-0-1 with Klobucar abstaining.

Baskin moved approval of the Personnel Recommendations – Exhibit A.1 as recommended by the Policy & Personnel Committee. Seconded by Klobucar. Motion carried unanimously of the members present.

Baskin moved approval of the consultant for Business Services. Seconded by Cronin. Motion carried unanimously of the members present.

Baskin moved approval of administration moving forward with the posting and hiring of a permanent Executive Director of Business Services. Seconded by Cronin. Motion carried unanimously of the members present.

Baskin moved approval of administration moving forward with the posting and hiring of a permanent Executive Director of Human Resources. Seconded by Klobucar. Motion carried unanimously of the members present.

Endres adjourned the meeting at 9:38 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Business Meeting on February 26, 2018

Laurie Endres, President



I. BASIC INFORMATION

Topic or Concern: Approval of December Financial Summary

Which strategy in the Strategic Plan does this support?

Your Name and Title: Jamie Merath, Executive Director of Business Services

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

Information to support legal action as required by Wisconsin Statutes.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

See attached summary or full reports online.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Comply with legal requirements and Wisconsin Statutes.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The Board of Education approves the financial summary for the month of December, 2017.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds?

BUDGET LOCATION:

FISCAL IMPACT:

**Board Report Summary
December 2017**

<u>Fund</u>	<u>Description</u>	<u>Revenue</u>	<u>Expense</u>	<u>Net Change</u>
Fund 10 & 27	General Fund & Special Ed	16,058,381.33	8,420,485.98	7,637,895.35
Fund 21	Donation	33,441.55	34,671.79	(1,230.24)
Fund 38 & 39	Debt Service	228.46	33,347.61	(33,119.15)
Fund 50	Food Service	1,083,660.42	432,451.77	651,208.65
Fund 60	Student Activities	-	1,889.47	(1,889.47)
	Total Revenue & Expense	\$ 17,175,711.76	\$ 8,922,846.62	\$ 8,252,865.14

This is to certify that the expenditures listed above have been incurred and that the Board of Education has audited and approved the same.

President

Secretary

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
110	GENERAL OPERATI	9,174,504.00	9,174,504.00			
1--	INTERFUND TRANS	9,174,504.00	9,174,504.00			
211	PROPERTY TAXES	10,554,081.00	10,554,081.00		10,554,081.00	100.00
213	MOBILE HOME TAX	20,000.00	20,000.00		5,503.71	27.52
244	PYMTS FOR SERVI	63,244.00	63,244.00			
262	RESALE OF OBJEC			3,491.50	36,393.53	
271	ADMISSIONS	50,900.00	50,900.00	4,230.00	16,999.56	33.40
279	OTHER SCHOOL AC	8,400.00	8,400.00	725.00	4,955.00	58.99
280	INTEREST ON INV	70,000.00	70,000.00	19,609.60	63,778.72	91.11
291	GIFTS		8,508.00	15,400.00	23,439.28	275.50
292	STUDENT FEES	128,382.00	128,382.00	3,412.50	99,240.50	77.30
293	RENTALS	21,400.00	21,400.00	1,304.78	6,558.90	30.65
297	STUDENT FINES	901.00	901.00		34.46	3.82
2--	REVENUE FROM LO	10,917,308.00	10,925,816.00	48,173.38	10,810,984.66	98.95
343	CO-CURRICULAR A		3,800.00		3,004.12	79.06
345	GENERAL TUITION	1,057,200.00	1,057,200.00			
348	TRANSP FEES FRO	41,800.00	41,800.00	5,661.98	13,154.90	31.47
3--	INTERDISTRICT P	1,099,000.00	1,102,800.00	5,661.98	16,159.02	1.47
516	TRANSIT OF STAT	15,000.00	15,000.00			
5--	INTERMEDIATE SO	15,000.00	15,000.00			
611	HANDICAPPED AID	2,900,000.00	2,900,000.00	420,465.00	840,930.00	29.00
612	TRANSPORTATION	30,000.00	30,000.00			
613	LIBRARY AID STA	258,264.00	258,264.00			
618	BILINGUAL/BICUL	192,960.00	192,960.00			
621	EQUALIZATION AI	61,058,396.00	61,038,752.00	14,636,391.00	23,999,893.00	39.32
625	HIGH COST SPEC	125,000.00	125,000.00			
628	HIGH POVERTY AI	595,100.00	595,100.00			
630	SPECIAL PROJECT	79,320.00	71,320.00		-38.00	-0.05
650	SAGE PROGRAM RE	2,734,378.00	3,497,567.00		1,042,200.00	29.80
691	STATE TAX EXEMP	37,918.00	37,918.00			
695	PER PUPIL AID	3,263,400.00	3,263,400.00			
699	MISCELLANEOUS	11,250.00	11,250.00			
6--	REVENUE FROM ST	71,285,986.00	72,021,531.00	15,056,856.00	25,882,985.00	35.94
711	FED HIGH COST S	50,000.00	50,000.00			
713	FEDERAL VOC ED	98,727.00	98,727.00		336.40	0.34
719	OTHER FEDERAL A	208,589.00	208,589.00	82,584.43	186,751.20	89.53
730	FED SPECIAL PRO	2,924,474.00	3,147,776.00	264,579.09	717,490.80	22.79
751	EASA TITLE I	1,826,268.00	3,289,333.00	507,672.76	680,139.47	20.68
780	FED REV THRU ST	900,000.00	900,000.00	68,307.74	68,307.74	7.59
799	OTHER FEDERAL R	40,000.00	40,000.00	3,251.72	19,510.32	48.78
7--	REVENUE FROM FE	6,048,058.00	7,734,425.00	926,395.74	1,672,535.93	21.62
861	EQUIPMENT SALES			14,359.47	14,359.47	
8--	OTHER FINANCING			14,359.47	14,359.47	

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
964	INSURANCE REIMB				4,481.35	
971	AIDABLE REFUND	85,000.00	85,000.00		5,119.75	6.02
989	OTHER MEDICAL	3,000.00	3,000.00	234.00	1,326.00	44.20
990	MISCELLANEOUS R	40,390.00	130,390.00	6,700.76	67,558.56	51.81
9--	OTHER REVENUES	128,390.00	218,390.00	6,934.76	78,485.66	35.94
---		98,668,246.00	101,192,466.00	16,058,381.33	38,475,509.74	38.02
111	TEACHER SALARY	29,703,254.00	30,058,846.00	3,345,197.06	10,325,715.43	34.35
112	ADMINISTRATOR S	3,506,989.00	3,506,400.00	404,098.81	1,623,315.03	46.30
114	ADMIN ASST SALA	1,418,849.00	1,430,099.00	159,794.62	661,327.43	46.24
115	CLERICAL SALARY	1,136,278.00	1,135,670.00	132,087.92	554,578.90	48.83
116	INSTRUCTIONAL S	1,171,130.00	1,171,130.00	130,974.66	427,172.04	36.48
117	COORDINATOR SAL	76,590.00	76,590.00	8,894.85	44,878.27	58.60
118	PARA PROFESSION	2,220,826.00	2,229,201.00	248,737.65	843,418.26	37.84
119	CUST/MAINT SALA	143,520.00	143,520.00	16,838.67	72,734.67	50.68
120	CROSSING GUARD	51,953.00	51,953.00	7,063.27	19,835.26	38.18
122	MONITOR/NOON HR	5,000.00	5,000.00	688.06	1,977.90	39.56
123	INTERN SALARY	4,500.00	4,500.00	1,227.30	3,681.90	81.82
124	TUTOR SALARY	75,654.00	95,654.00	13,591.38	34,344.64	35.91
125	STUDENT WORKER	6,000.00	6,000.00	1,230.72	1,276.68	21.28
132	EVENT WORKER SA	28,840.00	29,320.00	4,725.00	8,805.00	30.03
133	ADDENDUM SALARY	828,814.00	857,714.00	100,071.46	323,328.64	37.70
135	TEACHER SPEC ED	2,000.00	2,000.00		282.69	14.13
136	TEACHER ADDL CL	42,200.00	42,200.00	5,911.78	15,982.75	37.87
141	TEACHER OTHER S	445,000.00	1,001,967.00	107,532.13	334,789.81	33.41
142	ADMIN ADDTL PAY				6,675.69	
144	ADMIN ASST ADDL	11,420.00	11,860.00	2,917.11	14,313.67	120.69
145	CLERICAL ADDL/O	24,720.00	29,065.00	4,035.70	17,134.17	58.95
146	INST SUPPORT AD	8,100.00	28,456.00	4,194.52	12,744.51	44.79
148	PARA ADDL/OVTM	51,370.00	101,925.00	19,768.51	49,813.59	48.87
149	CUST/MAINT OVTM		250.00	189.25	232.93	93.17
171	SUB TEACHER	922,285.00	979,049.00	104,572.95	270,125.77	27.59
172	SUB SECURITY	50,000.00	50,000.00	9,398.27	22,033.93	44.07
174	SUB CLERICAL SA	26,375.00	26,775.00	6,988.64	19,890.66	74.29
175	SUB AIDE SALARY	210,240.00	214,301.00	22,678.67	60,997.27	28.46
178	SUB CROSSING GU	2,000.00	2,000.00		8.44	0.42
179	SUB NURS/HRA	7,000.00	7,446.00	3,795.73	9,923.43	133.27
181	TEMP/SEASONAL S		5,000.00	186.42	5,253.45	105.07
182	BOARD OF ED SAL	39,900.00	39,900.00	3,325.00	20,425.00	51.19
1--	SALARIES	42,220,807.00	43,343,791.00	4,870,716.11	15,807,017.81	36.47
212	EMPLOYER'S RETI	2,831,306.00	2,936,241.00	313,305.58	1,061,048.97	36.14
218	OPEB	2,413,931.00	2,424,210.00	227,430.20	728,473.94	30.05
220	SOCIAL SECURITY	3,190,794.00	3,337,194.00	365,278.65	1,183,127.89	35.45
230	LIFE INSURANCE	64,717.00	64,291.00	7,321.63	23,429.94	36.44
242	HEALTH INSURANC	10,399,458.00	10,413,288.00	1,183,142.21	3,681,348.20	35.35
243	DENTAL INSURANC	883,628.00	883,515.00	101,383.77	315,054.20	35.66
245	HSA	1,507,014.00	1,511,802.00	2,363.88	1,568,003.88	103.72
251	INCOME PROTECT	112,627.00	112,175.00	12,643.92	40,550.15	36.15
290	OTHER EMPLOYEE	75,000.00	75,000.00		30,498.20	40.66
291	COLLEGE CREDIT	65,000.00	65,000.00	2,649.79	-28,411.53	-43.71
297	EMPLOYEE PHYSIC	37,000.00	37,000.00	300.00	5,281.98	14.28
298	MEMBERSHIPS	25,000.00	25,000.00	537.50	19,854.50	79.42
2--	EMPLOYEE BENEFI	21,605,475.00	21,884,716.00	2,216,357.13	8,628,260.32	39.43

		2017-18	2017-18	December 2017-18	2017-18	2017-18
OBJ	OBJ	Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %
310	PERSONAL SERVIC	1,846,621.00	1,950,199.00	189,919.24	1,100,654.53	56.44
320	PROPERTY SERVIC	8,889,063.00	8,512,641.00	322,535.53	3,016,182.55	35.43
331	GAS FOR HEAT	366,800.00	367,300.00	34,610.96	71,282.95	19.41
336	ELECTRIC OTHER	862,800.00	861,900.00	66,545.48	403,427.54	46.81
337	WATER SERVICES	29,200.00	32,500.00	4,082.15	20,412.74	62.81
338	SEWERAGE SERVIC	61,350.00	61,250.00	3,634.23	15,193.77	24.81
339	STORM WATER	36,678.00	36,678.00	2,718.10	16,308.60	44.46
341	PUPIL TRAVEL	2,243,719.00	2,192,605.00	206,738.59	730,808.93	33.33
342	EMPLOYEE TRAVEL	246,403.00	275,718.00	18,371.39	178,913.08	64.89
348	VEHICLE FUEL	144,900.00	157,900.00	7,546.71	37,642.02	23.84
351	ADVERTISING	25,050.00	25,462.00	1,546.31	8,922.04	35.04
353	POSTAGE	54,570.00	54,820.00	7,060.22	26,178.82	47.75
354	PRINTING/BINDIN	45,703.00	47,470.00	1,567.51	26,392.35	55.60
355	TELEPHONE/TELEG	81,363.00	81,675.00	3,813.34	28,708.63	35.15
358	ON-LINE COMMUNI	177,970.00	188,370.00	752.89	145,301.54	77.14
360	DATA PROCESSING	28,000.00	28,000.00	2,145.00	12,870.00	45.96
370	EDUCATIONAL SER	633,000.00	703,000.00	105,725.72	359,891.89	51.19
381	PAYMENTS TO MUN	231,578.00	231,578.00	2,794.83	7,390.99	3.19
382	PAYMENTS TO WI	4,635,903.00	4,663,158.00			
385	PAYMENT TO COUN	18,462.00	18,462.00	0.72	0.72	0.00
386	PAYMENTS TO CES	207,974.00	219,887.00	12,052.25	68,835.00	31.30
387	PAYMENTS TO STA	680,492.00	680,492.00	4,334.43	5,546.58	0.82
389	PAYMENTS TO VTA	60,000.00	60,000.00		3,424.48	5.71
3-- PURCHASED SERVI		21,607,599.00	21,451,065.00	998,495.60	6,284,289.75	29.30
411	GENERAL SUPPLIE	1,085,947.00	1,171,285.00	109,977.20	445,069.18	38.00
415	FOOD SUPPLIES	85,544.00	114,702.00	10,329.16	34,031.52	29.67
420	APPAREL	15,480.00	26,500.00	294.93	23,261.44	87.78
430	INSTRUCTIONAL M	558,503.00	839,379.00	15,631.94	404,187.50	48.15
435	INSTRUCTIONAL C	4,760.00	4,760.00			
446	TOOLS AND IMPL	1,000.00	1,000.00			
449	OTHER NON-CAPIT	205,187.00	358,610.00	38,270.73	250,837.21	69.95
452	RESALE EXPENDIT			7,011.35	31,959.90	
470	TEXTBOOKS	1,069,140.00	1,011,015.00	3,911.02	198,694.72	19.65
480	NON-INSTRUCTION	247,911.00	306,028.00	7,290.15	370,537.28	121.08
490	NON-INSTR NON-C	1,769.00	7,428.00	218.08	2,668.21	35.92
4-- NON-CAPTIAL OBJ		3,275,241.00	3,840,707.00	192,934.56	1,761,246.96	45.86
517	RENTAL	500.00	500.00			
537	BUILDING RENTAL	58,000.00	58,000.00		29,442.86	50.76
551	EQUIPMENT PURCH	69,190.00	104,597.00		61,293.24	58.60
553	EQUIPMENT PURCH	96,761.00	207,761.00	98,011.00	318,024.00	153.07
571	EQUIPMENT RENTA	75,710.00	95,823.00	17,410.00	18,261.62	19.06
572	VEHICLE RENTAL	200.00	200.00			
5-- CAPITAL OBJECTS		300,361.00	466,881.00	115,421.00	427,021.72	91.46
678	CAPITAL LEASES	1,007,821.00	1,007,821.00		1,007,820.32	100.00
688	CAPITAL LEASES	23,038.00	23,038.00		23,037.09	100.00
6-- DEBT RETIREMENT		1,030,859.00	1,030,859.00		1,030,857.41	100.00
711	DISTRICT LIABIL	82,620.00	82,620.00		83,817.00	101.45
712	DISTRICT PROPER	153,551.00	153,551.00		153,551.00	100.00
713	DISTRICT WORKER	224,492.00	224,492.00	20,181.00	172,421.00	76.80

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
720	JUDGEMENTS AND	14,908.00	14,908.00		14,908.00	100.00
730	UNEMPLOYMENT CO	20,000.00	20,000.00	616.79	3,041.94	15.21
7--	INSURANCE AND J	495,571.00	495,571.00	20,797.79	427,738.94	86.31
827	SP ED INTERFUND	9,174,504.00	9,174,504.00			
846	CAP TRUST TFR			100.00	100.00	
899	CO-OP TRANSFER	16,452.00	16,452.00			
8--	TRANSFERS	9,190,956.00	9,190,956.00	100.00	100.00	0.00
940	DUES AND FEES	137,670.00	171,274.00	5,663.79	110,614.82	64.58
971	AIDABLE REFUND	30,000.00	30,000.00			
972	NON-AIDABLE REF				17,252.81	
999	OTHER MISCELLAN	173,838.00	147,838.00			
9--	OTHER OBJECTS	341,508.00	349,112.00	5,663.79	127,867.63	36.63
---		100,068,377.00	102,053,658.00	8,420,485.98	34,494,400.54	33.80
	Grand Revenue T	98,668,246.00	101,192,466.00	16,058,381.33	38,475,509.74	38.02
	Grand Expense T	100,068,377.00	102,053,658.00	8,420,485.98	34,494,400.54	33.80
	Grand Totals	1,400,131.00	861,192.00	7,637,895.35	3,981,109.20	-462.28
		Loss	Loss	Profit	Profit	

Number of Accounts: 6456

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
280	INTEREST ON INV			10.85	3,794.27	
291	GIFTS			33,430.70	182,350.94	
299	MISCELLANEOUS R				196,300.99	
2--	REVENUE FROM LO			33,441.55	382,446.20	
---				33,441.55	382,446.20	
310	PERSONAL SERVIC			819.74	3,633.42	
320	PROPERTY SERVIC			4,380.77	5,310.77	
341	PUPIL TRAVEL				4,686.18	
345	PUPIL LODGING &				616.00	
354	PRINTING/BINDIN			315.20	795.00	
3--	PURCHASED SERVI			5,515.71	15,041.37	
411	GENERAL SUPPLIE			12,126.21	30,839.77	
415	FOOD SUPPLIES			4,847.55	14,863.05	
420	APPAREL			3,570.33	21,893.34	
430	INSTRUCTIONAL M			878.52	7,909.31	
449	OTHER NON-CAPIT			3,620.97	17,851.27	
4--	NON-CAPTIAL OBJ			25,043.58	93,356.74	
553	EQUIPMENT PURCH			3,435.50	3,435.50	
5--	CAPITAL OBJECTS			3,435.50	3,435.50	
940	DUES AND FEES			677.00	6,476.00	
990	MISCELLANEOUS				300.00	
9--	OTHER OBJECTS			677.00	6,776.00	
---				34,671.79	118,609.61	
Grand Revenue T				33,441.55	382,446.20	
Grand Expense T				34,671.79	118,609.61	
Grand Totals				1,230.24	263,836.59	
				Loss	Profit	

Number of Accounts: 337

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
211	PROPERTY TAXES	5,380,644.00	5,380,644.00		5,472,151.00	101.70
280	INTEREST ON INV	5,500.00	5,500.00	228.46	5,451.77	99.12
2--	REVENUE FROM LO	5,386,144.00	5,386,144.00	228.46	5,477,602.77	101.70
968	DEBT PREMIUM				46,705.60	
971	AIDABLE REFUND	60,870.00	60,870.00		30,386.00	49.92
9--	OTHER REVENUES	60,870.00	60,870.00		77,091.60	126.65
---		5,447,014.00	5,447,014.00	228.46	5,554,694.37	101.98
675	LONG TERM BONDS	3,543,875.00	3,577,223.00	33,347.61	527,222.61	14.74
678	CAPITAL LEASES	33,348.00				
685	LONG TERM BONDS	1,863,296.00	1,863,296.00		934,718.76	50.16
6--	DEBT RETIREMENT	5,440,519.00	5,440,519.00	33,347.61	1,461,941.37	26.87
---		5,440,519.00	5,440,519.00	33,347.61	1,461,941.37	26.87
	Grand Revenue T	5,447,014.00	5,447,014.00	228.46	5,554,694.37	101.98
	Grand Expense T	5,440,519.00	5,440,519.00	33,347.61	1,461,941.37	26.87
	Grand Totals	6,495.00	6,495.00	33,119.15	4,092,753.00	63,013.90
		Profit	Profit	Loss	Profit	

Number of Accounts: 15

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
251	PUPIL	6,000.00	6,000.00	3,369.00	15,968.53	266.14
252	ADULT	43,762.00	43,762.00	404.15	2,108.64	4.82
259	OTHER FOOD SERV	25,000.00	25,000.00		46.15	0.18
280	INTEREST ON INV	30,000.00	30,000.00		39,508.47	131.69
2--	REVENUE FROM LO	104,762.00	104,762.00	3,773.15	57,631.79	55.01
714	DONATED COMMODI	240,000.00	240,000.00			
717	FOOD SERVICE AI	4,668,115.00	4,668,115.00	1,027,491.46	1,613,946.36	34.57
730	FED SPECIAL PRO			40,563.81	40,563.81	
7--	REVENUE FROM FE	4,908,115.00	4,908,115.00	1,068,055.27	1,654,510.17	33.71
861	EQUIPMENT SALES			11,832.00	11,832.00	
8--	OTHER FINANCING			11,832.00	11,832.00	
---		5,012,877.00	5,012,877.00	1,083,660.42	1,723,973.96	34.39
112	ADMINISTRATOR S	14,087.00	14,087.00	1,625.37	7,043.29	50.00
122	MONITOR/NOON HR		25,000.00	5,211.14	13,651.63	54.61
141	TEACHER OTHER S		5,000.00		959.39	19.19
1--	SALARIES	14,087.00	44,087.00	6,836.51	21,654.31	49.12
212	EMPLOYER'S RETI	958.00	2,958.00	464.96	1,472.73	49.79
218	OPEB	738.00	738.00	85.17	389.62	52.79
220	SOCIAL SECURITY	1,077.00	3,377.00	509.33	1,603.18	47.47
230	LIFE INSURANCE	23.00	23.00	2.67	12.82	55.74
242	HEALTH INSURANC	2,303.00	2,303.00	265.74	1,144.82	49.71
243	DENTAL INSURANC	183.00	183.00	21.09	91.39	49.94
245	HSA	360.00	360.00		360.00	100.00
251	INCOME PROTECT	40.00	40.00	4.65	22.26	55.65
2--	EMPLOYEE BENEFI	5,682.00	9,982.00	1,353.61	5,096.82	51.06
310	PERSONAL SERVIC	4,061,741.00	4,071,741.00	410,133.30	916,136.28	22.50
320	PROPERTY SERVIC	757,410.00	689,535.00	11,390.70	136,755.17	19.83
336	ELECTRIC OTHER	38,475.00	38,475.00		11,166.72	29.02
348	VEHICLE FUEL		3,000.00	446.33	1,318.90	43.96
351	ADVERTISING		75.00		162.09	216.12
354	PRINTING/BINDIN		500.00	12.50	586.65	117.33
3--	PURCHASED SERVI	4,857,626.00	4,803,326.00	421,982.83	1,066,125.81	22.20
411	GENERAL SUPPLIE		20,000.00	718.31	2,555.06	12.78
415	FOOD SUPPLIES	260,000.00	260,000.00			
449	OTHER NON-CAPIT			1,534.04	5,818.00	
4--	NON-CAPTIAL OBJ	260,000.00	280,000.00	2,252.35	8,373.06	2.99
551	EQUIPMENT PURCH				13,981.81	
553	EQUIPMENT PURCH				66,135.00	
5--	CAPITAL OBJECTS				80,116.81	
940	DUES AND FEES			26.47	5,720.95	
				40		

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
9--	OTHER OBJECTS			26.47	5,720.95	
---		5,137,395.00	5,137,395.00	432,451.77	1,187,087.76	23.11
<hr/>						
	Grand Revenue T	5,012,877.00	5,012,877.00	1,083,660.42	1,723,973.96	34.39
	Grand Expense T	5,137,395.00	5,137,395.00	432,451.77	1,187,087.76	23.11
	Grand Totals	124,518.00	124,518.00	651,208.65	536,886.20	-431.17
		Loss	Loss	Profit	Profit	

Number of Accounts: 60

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	December 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
280	INTEREST ON INV				1,356.96	
2--	REVENUE FROM LO				1,356.96	
---					1,356.96	
990	MISCELLANEOUS			1,889.47	-91,756.24	
9--	OTHER OBJECTS			1,889.47	-91,756.24	
---				1,889.47	-91,756.24	
<hr/>						
	Grand Revenue T				1,356.96	
	Grand Expense T			1,889.47	-91,756.24	
	Grand Totals			1,889.47	93,113.20	
				Loss	Profit	

Number of Accounts: 56

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



I. BASIC INFORMATION

Topic or Concern: Budget Adjustments

Which strategy in the Strategic Plan does this support? Finance

Your Name and Title: Jamie Merath, Executive Director of Business Services

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The Board to approve budget amendments made to date as listed in the attached document.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Changes have been made since the budget was adopted in October. These budget adjustments were made to adjust for revenue and expense budget amendments to be added into the budget.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Per Wis. Stats. 65.90 (5), a district may not legally spend above appropriated amounts unless approved by a two-thirds vote of the school board. Any subsequent changes made by the school board to the adopted budget will be published in a notice of the budget change/amendment as required under state statutes.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

The Board to approve budget amendments made to date as listed in the attached document.

MOTION: The Board of Education approves the budget adjustments as listed in the attached document.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds?

BUDGET LOCATION: All

FISCAL IMPACT: As described in the motion above.

	October 2017	December 2017	February 2018	Difference
	Adopted	Amended Budget	Amended Budget	
GENERAL FUND (FUND 10)				
100 Transfers-in	0.00	0.00	0.00	0.00
Local Sources				
210 Taxes	10,574,081.00	10,574,081.00	10,574,081.00	0.00
240 Payments for Services	63,244.00	63,244.00	63,244.00	0.00
260 Non-Capital Sales	0.00	0.00	0.00	0.00
270 School Activity Income	59,300.00	59,300.00	59,300.00	0.00
280 Interest on Investments	70,000.00	70,000.00	70,000.00	0.00
290 Other Revenue, Local Sources	150,683.00	159,191.00	159,191.00	0.00
Subtotal Local Sources	10,917,308.00	10,925,816.00	10,925,816.00	0.00
Other School Districts Within Wisconsin				
310 Transit of Aids	0.00	0.00	0.00	0.00
340 Payments for Services	1,099,000.00	1,102,800.00	1,102,800.00	0.00
380 Medical Service Reimbursements	0.00	0.00	0.00	0.00
390 Other Inter-district, Within Wisconsin	0.00	0.00	0.00	0.00
Subtotal Other School Districts within Wisconsin	1,099,000.00	1,102,800.00	1,102,800.00	0.00
Other School Districts Outside Wisconsin				
440 Payments for Services	0.00	0.00	0.00	0.00
490 Other Inter-district, Outside Wisconsin	0.00	0.00	0.00	0.00
Subtotal Other School Districts Outside Wisconsin	0.00	0.00	0.00	0.00
Intermediate Sources				
510 Transit of Aids	0.00	0.00	0.00	0.00
530 Payments for Services from CCDEB	0.00	0.00	0.00	0.00
540 Payments for Services from CESA	0.00	0.00	0.00	0.00
580 Medical Services Reimbursement	0.00	0.00	0.00	0.00
590 Other Intermediate Sources	0.00	0.00	0.00	0.00
Subtotal Intermediate Sources	0.00	0.00	0.00	0.00
State Sources				
610 State Aid -- Categorical	481,224.00	481,224.00	481,224.00	0.00
620 State Aid -- General	61,653,496.00	61,633,852.00	61,633,852.00	0.00
630 DPI Special Project Grants	79,320.00	79,320.00	71,320.00	(8,000.00)
640 Payments for Services	0.00	0.00	0.00	0.00
650 SAGE	2,734,378.00	3,497,567.00	3,497,567.00	0.00
660 Other State Revenue Through Local Units	0.00	0.00	0.00	0.00
690 Other Revenue	3,312,568.00	3,312,568.00	3,312,568.00	0.00
Subtotal State Sources	68,260,986.00	69,004,531.00	68,996,531.00	(8,000.00)
Federal Sources				
710 Federal Aid - Categorical	307,316.00	307,316.00	307,316.00	0.00
720 Impact Aid	0.00	0.00	0.00	0.00
730 DPI Special Project Grants	1,144,253.00	1,350,459.00	1,367,555.00	17,096.00
750 IASA Grants	1,826,268.00	3,199,882.00	3,289,333.00	89,451.00
760 JTPA	0.00	0.00	0.00	0.00
770 Other Federal Revenue Through Local Units	0.00	0.00	0.00	0.00
780 Other Federal Revenue Through State	500,000.00	500,000.00	500,000.00	0.00
790 Other Federal Revenue - Direct	40,000.00	40,000.00	40,000.00	0.00
Subtotal Federal Sources	3,817,837.00	5,397,657.00	5,504,204.00	106,547.00
Other Financing Sources				
850 Reorganization Settlement	0.00	0.00	0.00	0.00
860 Compensation, Fixed Assets	0.00	0.00	0.00	0.00
870 Long-Term Obligations	0.00	0.00	0.00	0.00
Subtotal Other Financing Sources	0.00	0.00	0.00	0.00
Other Revenues				
960 Adjustments	0.00	0.00	0.00	0.00
970 Refund of Disbursement	85,000.00	85,000.00	85,000.00	0.00
980 Medical Service Reimbursement	3,000.00	3,000.00	3,000.00	0.00
990 Miscellaneous	40,390.00	130,390.00	130,390.00	0.00
Subtotal Other Revenues	128,390.00	218,390.00	218,390.00	0.00
TOTAL REVENUES & OTHER FINANCING SOURCES	84,223,521.00	86,649,194.00	86,747,741.00	98,547.00
	October 2017	December 2017	February 2018	Difference
	Adopted	Adopted	Adopted	
EXPENDITURES & OTHER FINANCING USES				
Instruction				
110 000 Undifferentiated Curriculum	18,171,459.00	19,044,483.00	19,100,450.00	55,967.00
120 000 Regular Curriculum	13,245,713.00	13,756,201.00	13,823,572.00	67,371.00
130 000 Vocational Curriculum	1,797,404.00	1,804,265.00	1,804,265.00	0.00
140 000 Physical Curriculum	1,950,668.00	1,950,668.00	1,950,668.00	0.00
160 000 Co-Curricular Activities	975,781.00	967,601.00	966,615.00	(986.00)
170 000 Other Special Needs	3,113,955.00	3,150,928.00	3,150,928.00	0.00
Subtotal Instruction	39,254,380.00	40,674,146.00	40,796,498.00	122,352.00
Support Sources				
210 000 Pupil Services	3,867,941.00	4,070,930.00	4,081,862.00	10,932.00
220 000 Instructional Staff Services	3,791,709.00	3,986,430.00	3,951,366.00	(35,064.00)
230 000 General Administration	1,235,260.00	1,235,260.00	1,235,260.00	0.00
240 000 School Building Administration	4,046,301.00	4,044,708.00	4,043,139.00	(1,569.00)
250 000 Business Administration	14,482,221.00	14,517,395.00	14,546,584.00	29,189.00
260 000 Central Services	2,398,777.00	2,398,777.00	2,397,484.00	(1,293.00)
270 000 Insurance & Judgments	503,971.00	503,971.00	503,971.00	0.00
280 000 Debt Services	1,030,859.00	1,030,859.00	1,030,859.00	0.00
290 000 Other Support Services	108,044.00	116,466.00	116,466.00	0.00
Subtotal Support Sources	31,465,083.00	31,904,796.00	31,906,991.00	2,195.00
Non-Program Transactions				
410 000 Inter-fund Transfers	9,190,956.00	9,190,956.00	9,190,956.00	0.00
430 000 Instructional Service Payments	5,509,395.00	5,536,650.00	5,536,650.00	0.00
490 000 Other Non-Program Transactions	203,838.00	203,838.00	177,838.00	(26,000.00)
Subtotal Non-Program Transactions	14,904,189.00	14,931,444.00	14,905,444.00	(26,000.00)
TOTAL EXPENDITURES & OTHER FINANCING USES	85,623,652.00	87,510,386.00	87,608,933.00	98,547.00
	October 2017	December 2017	February 2018	Difference
	Adopted	Adopted	Adopted	
SPECIAL PROJECT FUNDS (FUNDS 21, 23, 27, 29)				
TOTAL REVENUES & OTHER FINANCING SOURCES	14,444,725.00	14,444,725.00	14,444,725.00	0.00
100 000 Instruction	9,712,581.00	9,711,895.00	9,711,895.00	0.00
200 000 Support Services	4,161,045.00	4,161,731.00	4,091,731.00	(70,000.00)
400 000 Non-Program Transactions	571,099.00	571,099.00	641,099.00	70,000.00
TOTAL EXPENDITURES & OTHER FINANCING USES	14,444,725.00	14,444,725.00	14,444,725.00	0.00

DEBT SERVICE FUND (FUNDS 38, 39)	October 2017	December 2017	February 2018	Difference
TOTAL REVENUES & OTHER FINANCING SOURCES	5,447,014.00	5,447,014.00	5,447,014.00	0.00
281 000 Long-Term Capital Debt	4,852,761.00	4,852,761.00	4,852,761.00	0.00
282 000 Refinancing	0.00	0.00	0.00	0.00
289 000 Other Long-Term General Obligation Debt	587,758.00	587,758.00	587,758.00	0.00
TOTAL EXPENDITURES & OTHER FINANCING USES	5,440,519.00	5,440,519.00	5,440,519.00	0.00

FOOD SERVICE FUND (FUND 50)	October 2017	December 2017	February 2018	Difference
TOTAL REVENUES & OTHER FINANCING SOURCES	5,012,877.00	5,012,877.00	5,012,877.00	0.00
100 000 Instruction	0.00	0.00	0.00	0.00
200 000 Support Services	5,137,395.00	5,137,395.00	5,137,395.00	0.00
400 000 Non-Program Transactions	0.00	0.00	0.00	0.00
TOTAL EXPENDITURES & OTHER FINANCING USES	5,137,395.00	5,137,395.00	5,137,395.00	0.00

SCHOLARSHIP FUND (FUND 72)	October 2017	December 2017	February 2018	Difference
TOTAL REVENUES & OTHER FINANCING SOURCES	0.00	0.00	0.00	0.00
400 000 Non-Program Transactions	0.00	0.00	0.00	0.00
TOTAL EXPENDITURES & OTHER FINANCING USES	0.00	0.00	0.00	0.00

OBEB FUND (FUND 73)	October 2017	December 2017	February 2018	Difference
TOTAL REVENUES & OTHER FINANCING SOURCES	0.00	0.00	0.00	0.00
200 000 Support Services	0.00	0.00	0.00	0.00
400 000 Non-Program Transactions	0.00	0.00	0.00	0.00
TOTAL EXPENDITURES & OTHER FINANCING USES	0.00	0.00	0.00	0.00

PACKAGE & COOPERATIVE PROGRAM FUND (FUNDS 91, 95, 99)	October 2017	December 2017	February 2018	Difference
TOTAL REVENUES & OTHER FINANCING SOURCES	74,718.00	74,718.00	74,718.00	0.00
100 000 Instruction	64,001.00	64,001.00	64,001.00	0.00
200 000 Support Services	10,717.00	10,717.00	10,717.00	0.00
400 000 Non-Program Transactions	0.00	0.00	0.00	0.00
TOTAL EXPENDITURES & OTHER FINANCING USES	74,718.00	74,718.00	74,718.00	0.00

2017-18 BUDGET - FEBRUARY AMENDMENT

GENERAL FUND (FUND 10)		REVENUE	EXPENDITURE
	JANUARY ORIGINAL BUDGET	86,649,194	87,510,386
ADJUSTMENTS TO GRANTS			
Title I Focus - Merrill		14,000	14,000
Inspire		9,096	9,096
Title I		75,451	75,451
	TOTAL	98,547	98,547
BUDGET REVISIONS			
	TOTAL	0	0
	DIFFERENCE TOTAL	98,547	98,547
DECEMBER AMENDED BUDGET TOTALS		86,747,741	87,608,933



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: AVID Update and Expansion

Which area(s) of the Strategic Plan does this support? Students

Your Name and Title: Jacqueline Jolly, Director of Teaching, Learning, and Innovation

Others assisting you in the presentation: Carole Campbell, Jaymee Thompson, & BMHS staff

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To provide information to implement the AVID program to grade 8 at Aldrich, Fruzen, McNeel, and Cunningham Intermediate Schools for the 2018-19 school year.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

- Teaches skills and behaviors for academic success.
- Provides intensive support with tutorials and strong student/teacher relationships.
- Creates a positive peer group for students.
- Develops a sense of hope for personal achievement gained through hard work and determination.
- AVID's mission is an essential strategy for closing the achievement gap and making college access and success available to all students.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

- To help reduce the achievement gap, AVID targets "middle achieving students" who are getting Cs and Bs in their courses and tries to "accelerate" their academic development to make it more likely that they will be "career and college ready."
- Typically students who are historically underrepresented in four year colleges and universities. This includes students who are: from low income families, first generation college graduates, students of color, and students with special circumstances. See attached Power Point presentation.

D. What are your conclusions?

MOTION: The Board of Education approves the AVID implementation to grade 8 at Aldrich, Fruzen, McNeel, and Cunningham Intermediate Schools for the 2018-19 school year.

I propose using an existing budget

Long Term Committed Funds? Yes Ongoing

BUDGET LOCATION: 805 Curriculum

FISCAL IMPACT: The fiscal impact may include training, AVID membership, travel, materials, positions (tutors, coordinators).

2017-18:
High School \$14,869
District \$9,000
Tutors \$8,000

2018-19:
High School \$3,970
Middle School \$14,329
District \$6,000
Tutors \$3,000
Site Coordinator Addendum \$1,500

School Level AVID Membership \$3,799:

A wide selection of workshops (face-to-face and online) related to AVID implementation.

-Coaching and support by AVID staff

-Curriculum resources

-Professional learning

-Site Certification, comparative data collection

-Access to MYAVID, a members-only website with electronic resources for professional learning

-Licensing for reproduction of student materials

-Use of AVID logo and intellectual property districts

Summer Training \$6,080 for team of 8 per building; \$760 each person for registration:

Summer Institute is high-quality professional learning conducted for content-area teachers and AVID elective teachers as well as administrators over a three-day period. First-year implementation requires an AVID site team of 8 that includes an administrator (possibly assistant principal), counselor, elective teacher, and content-area teachers (English, Math, Science, and Social Studies).

Attendance at Summer Institute is recommended for continued program quality but is not required after the first year as part of the agreement.

District Level \$9,000:

ADL training is an intensive cycle of 5 trainings providing the AVID District Director with the tools and skills needed to leverage the AVID System in the district. District Directors receive a variety of benefits including:

-Ongoing support and coaching

-AVID Library Package

-Ongoing Summer Institute registration

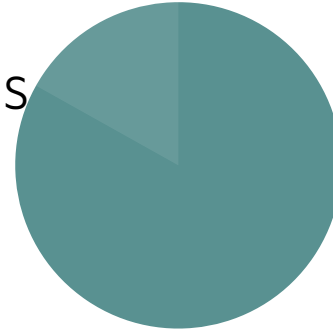
BMHS AVID

The BMHS AVID Team



Objective: The purpose of the presentation is to:

- Provide an overview and status of AVID at BMHS
- Share expansion plans for 2018-19



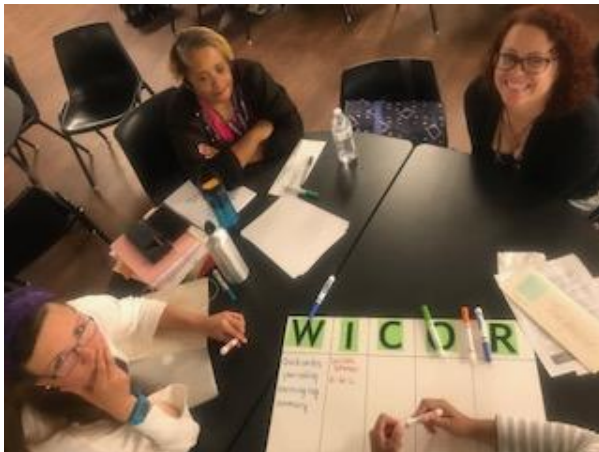
AVID Site Team

- District and BMHS staff trained in Dallas at the AVID summer institute
- One teacher from each content area in 9th grade is trained
- Site team prepares and presents to staff about AVID and WICOR
- Site team meets monthly to discuss progress towards AVID implementation



What is WICOR at BMHS?

- Writing, Inquiry, Collaboration, Organization, Reading strategies
- School Wide training on WICOR strategies in August and at each monthly PD meeting



What is the AVID Elective at BMHS?

- Two AVID elective classes run all year long with 49 students
- Students focus on college readiness activities and study/organizational skills
- Tutors come in and work with students twice a week on tutorials
- Students explore College/Career opportunities through field trips/guest speakers





AVID Student Ambassadors



- 5 Students have been selected as AVID Ambassadors
- These students are excelling in the AVID class and have been showing growth in their study and organizational skills
- Students presented to District and School Administration about their experience with AVID

AVID Elective Teachers and Tutors

- AVID elective teachers have received multiple different types of training and support from the AVID site team
- Tutors received training in tutorials and work with the AVID elective teachers





BMHS Data

Successes

- Students are gaining study skills.
- Students are transferring organizational skills and note taking skills from class to class.
- Increasing accountability for students
- Consistency in teaching practices and expectations

Challenges

- Increased rigor
- Accountability
- 11 out of 49 students were exited from program - Semester 2 with possibility for re-entry Fall 2018

Data

- | | |
|--|---|
| ● About 24% of the students earned a GPA less than 2.0 | ● About 14% of the students earned a GPA between 3.0-3.9 |
| ● About 40% of the students earned a GPA between 2.0-2.9 | ● .02% of the students earned a 4.0 GPA term 1 and term 2 |



Ongoing Implementation Support

AVID Organization Support

AVID Elective Teacher (AET) Workshops

- November 2017
- February 2018

Tutor Training Part 1 & 2

- October 2017
- January 2018

AVID District Leadership Trainings

- June 2017
- November 2017
- February 2017

District Director Chats

- Monthly

School Level Support

Professional Development

- District PD Days: Oct., Dec., Feb., March

Site Meetings

- Monthly

Coaching & Feedback

- Ongoing

Expansion Timeline to Grade 8

Student Informational Meetings:

25 students per grade level to roadshow
30-minute roadshow

Fruzen: Thursday, February 15, 2018 (AM)

Aldrich: Thursday, February 15, 2018 (PM)

McNeel: Friday, February 16, 2018 (AM)

Cunningham: Friday, February 16, 2018 (PM)

Student Interviews:

Fruzen: Monday, March 14, 2018

Aldrich: Tuesday, March 15, 2018

Cunningham: Monday, March 19, 2018

McNeel: Wednesday, March 21, 2018





AVID Showcase Madison East High School

When: April 17, 2018

Where: Madison, WI

Why: To observe AVID in action at an AVID demonstration site

Who: Intermediate principals, core teachers in intermediate grades, and counselors

**High school department chairs should attend, but date conflicts with Aspire testing.*





Roll Out Plan to Become an AVID District

2017-18: Freshman

2018-19: Eighth Grade / Tenth Grade

2019-20: Seventh Grade/ Eleventh Grade

2020-21: Sixth Grade/ Twelfth Grade

2021-22: Third- Fifth Grade



AVID Summer Institute

Original Team:

High School Staff & District Staff

Date for Summer Institute:

Dates: July 31- August 2, 2018

Location: Minneapolis, MN

New Team:

High School Staff- Core teachers

Intermediate Staff- Core teachers,
Principals, Counselors



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Weighted Grades

Which area(s) of the Strategic Plan does this support? Students

Your Name and Title: Matt Flynn, Professional Educator, BMHS

Others assisting you in the presentation: Carole Campbell and Charo Chaney

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

- To create a weighted grading system for AP classes at the high school for the upcoming school year: A=5, B=4, C=3. There would be no added weight for earning a D or F in an AP class.
- Reward students for taking rigorous courses at the high school.
- Increase the number of students taking rigorous AP courses at the high school.
- By adding a weighted GPA system for AP classes and taking this into account for class rank, we will have a more accurate class ranking system at the high school which is vital for college applications.
- Increasing competition among our top students will have a "high tide raises all boats" effect on other students.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

- Currently a student can graduate BMHS with a 4.0 and rank no. 1 without taking any rigorous/AP courses. This is not a true representation of our hardest working and brightest students.
- There have been numerous students throughout the years that challenged themselves by taking AP courses, earned less than an A and because of that ended up not being ranked at the top of their class. We should have policies in place that encourage students to take rigorous courses.
- Many students are reluctant to take AP courses for fear of losing their 4.0.
- By giving the weighted GPA points for only As, Bs, and Cs, it will encourage students to work harder in order to earn at least a C in these challenging courses.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

- Because of the extra rigor of AP courses, there should be a grade incentive for taking these challenging courses at the high school.
- More students would be encouraged to take AP courses if there were weighted grades because it would lessen the fears associated with ruining their GPA.

D. What are your conclusions?

Teachers, administrators, and students (anecdotally) are all in agreement of this change.

MOTION: The Board of Education approves to create a Weighted Grading system to the high school grading scale for AP courses.

I propose using N/A **Long Term Committed Funds?** No

BUDGET LOCATION: Not applicable.

FISCAL IMPACT: Not applicable.



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Policy 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, Policy 522.6 Sexual Harassment & 522.6 RULE 1 Discrimination Complaint Procedures (First Reading)

Which area(s) of the Strategic Plan does this support? Staff

Your Name and Title: Deetra Sallis, Executive Director of Human Resources

Others assisting you in the presentation: n/a

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To update the policies to bring them current.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

The revisions are being made to support the best practice to protect staff and the district.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

To ensure our policies are within the practice of the work we do.

D. What are your conclusions?

MOTION: The Policy/Personnel Committee recommends that the full Board of Education approve the revision and layover of Policy 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, Policy 522.6 Sexual Harassment & 522.6 RULE 1 Discrimination Complaint Procedures for first reading.

I propose using N/A

Long Term Committed Funds? No

BUDGET LOCATION: n/a

FISCAL IMPACT: n/a

GUIDELINES FOR REPORTING EMPLOYEE MISCONDUCT

A licensed employee shall be reported to the State Superintendent of Public Instruction if ~~he/she~~ they:

1. ~~has~~ have been charged with a crime against children, a felony with a maximum prison term of at least five years or a crime in which the victim was a child;
2. ~~has~~ have been convicted of a crime described in (1) or of fourth degree sexual assault;
3. ~~has~~ have been dismissed by the District, or ~~his/her~~ the employment contract has been non-renewed, based in whole or in part on evidence that the employee engaged in immoral conduct¹. For purposes of state law, "immoral conduct" means conduct or behavior that is contrary to commonly accepted moral or ethical standards and that endangers the health, safety, welfare or education of any student; or
4. ~~has~~ have resigned and the Superintendent (or Board President if applicable) has reasonable suspicion that the resignation related to the employee having engaged in immoral conduct. If the employee has been requested to resign by the Superintendent, and immoral conduct is suspected, the Superintendent shall inform the employee that ~~he/she~~ they have ~~has~~ a duty to report the resignation to the State Superintendent.

Any non-licensed District employee who is convicted of a crime described in item (1) above or of fourth degree sexual assault shall be reported to the State Superintendent.

Reports shall be made within 15 days after the Superintendent (or Board President if applicable) becomes aware of the charge, conviction, dismissal, non-renewal or resignation. The employee who is the subject of a report shall be given a copy of the report.

¹Immoral conduct; the intentional use of an educational agency's equipment to download, view, solicit, seek, display, or distribute pornographic material. [115.31\(1\)\(c\)1.b](#). b. Assisting a school employee, contractor, or agent to obtain a new job in a school or with a local educational agency, as defined in [20 USC 7801](#) (30), if the individual knows or has a reasonable suspicion to believe that the school employee, contractor, or agent committed a sex offense, as defined in s. [301.45 \(1d\)\(b\)](#), and the victim was a minor or a pupil.

REVISED:

SEXUAL HARASSMENT

The School District of Beloit shall maintain a learning environment that is free of any form of sexual harassment, intimidation, or hostile or offensive behavior directed at a person of the same or opposite gender as the harasser. Therefore, the District shall not tolerate such form of behavior and shall take all necessary and appropriate action to eliminate it, which may result in discipline up to and including dismissal. Sexual harassment is a form of unlawful employment discrimination under Title VII of the Civil Rights Act of 1964.

It is essential that the staff and students have a clear understanding of the behaviors that fall within the definition of "sexual harassment." For policy purposes, "sexual harassment" means any verbal or physical conduct designed to threaten, intimidate or coerce an employee, co-worker or any person working for or on behalf of the District]. ~~engaging in any type of sexually oriented conduct that would unreasonably interfere with another's ability to learn or function in the school environment.~~ Examples of conduct which creates such interference are as follows:

- **UNWELCOME PHYSICAL CONTACT:** This includes, but is not limited to, touching, patting, pinching, hugging, intentionally brushing against another's body, pulling at another's clothing, or forcing another to a wall or corner through body position or movement.
- **REQUEST FOR DEMANDS OF SEXUAL FAVORS:** This includes, but is not limited to, deliberate, repeated display of subtle or blatant expectations, pressures, or requests for any type of sexual favor accompanied by an implied, stated promise of preferential treatment or negative consequence.
- **HOSTILE ENVIRONMENT:** This includes deliberate verbal or physical conduct of a sexual nature, whether or not repeated, that is sufficiently severe to create a hostile work environment.
- **VERBAL ABUSE:** This includes, but is not limited to, commenting about an individual's body or appearance where such comments go beyond mere courtesy, telling "dirty jokes" that are clearly unwanted and considered offensive by others, or any other tasteless sexual-oriented comments, innuendoes, gestures or actions that offend others.
- **DISPLAY OF SEXUAL, GRAPHIC OR ILLICIT MATERIALS:** This includes, but is not limited to, deliberate, repeated display of photographs, drawings, posters and so forth, regardless of their form.

Any person who believes ~~he/she has~~ they have been subjected to sexual harassment by a student, employee, or other adult must report the incident in accordance with complaint procedures established by the Superintendent or designee. These procedures shall include a means for the person to appeal decisions to the Superintendent or designee and to the Board of Education.

It is the intent of the District to create an atmosphere where complaints and alleged complaints shall be treated fairly and quickly. Individuals reporting incidents of sexual harassment shall be protected from retaliation or reprisals, including, but not limited to, employment decisions, harassment escalation, unsatisfactory academic evaluation, threats, differences in academic treatment, sarcasm or unwanted comments to or by peers. Any person who engages in retaliatory conduct against a complainant shall be subject to disciplinary action up to and including termination of employment

School District of Beloit prohibits romantic or sexual relationships between an administrator or other supervisory employee and their staff (an employee who reports directly or indirectly to that person) because such relationships tend to create compromising conflicts of interest or the appearance of such conflicts. In addition, such a relationship may give rise to the perception by others that there is favoritism or bias in employment decisions affecting the staff employee. Moreover, given the uneven balance of power within such relationships, consent by the staff member is suspect and may be viewed by others or, at a later date, by the staff member as having been given as the result of coercion or intimidation. The atmosphere created by such appearances of bias, favoritism, intimidation, coercion or exploitation undermines the spirit of trust and mutual respect that is essential to a healthy work environment. If there is such a relationship, the parties need to be aware that one or both may be moved to a different department, or other actions may be taken.

If any employee of the District enters into a consensual relationship that is romantic or sexual in nature with a member of their staff (an employee who reports directly or indirectly to him or her), or if one of the parties is in a supervisory capacity in the same department in which the other party works, the parties must notify the Executive Director of Human Resource. This requirement does not apply to employees who do not work in the same department or to parties who do not supervise or otherwise manage responsibilities over the other.

Once the relationship is made known human resources will determine whether one or both parties need to be moved to another job or department. If it is determined that one party must be moved human resources will decide which party should be moved. That decision should be based on which move will be least disruptive to the organization as a whole. If it is determined that one or both parties must be moved, but no other jobs are available for either party, the parties will be given the option of terminating their relationship or resigning.

The District will support any person who invokes the complaint procedure, and will handle all complaints swiftly and confidentially to the extent possible in light of the need to take appropriate corrective action. Lodging a complaint will in no way be used against the employee or have an adverse impact on the individual's employment status. Because of the damaging nature of harassment to the victims and to the entire workforce, aggrieved employees are strongly urged to use this procedure. However, filing groundless or malicious complaints is an abuse of this policy and will be treated as a violation.

The employee assistance program (EAP) provides confidential counseling services to employees. Individuals wishing to discuss an incident confidentially or seeking information and advice of a personal nature are encouraged to contact the EAP. The role of the EAP in such cases will be limited to personal counseling and treatment for the person who is then an EAP client. Contacting the EAP will not qualify as notification of a potential harassment or discrimination issue.

During the complaint process, the confidentiality of the information received, the privacy of the individuals involved and the wishes of the complaining person will be protected to as great a degree as is possible. The expressed wishes of the complaining person for confidentiality will be considered in the context of the company's legal obligation to act on the charge and the right of the charged party to obtain information. In most cases, however, confidentiality will be strictly maintained by those involved in the investigation. In addition, any notes or documents written by or received by the person(s) conducting the investigation will be kept confidential to the extent possible and according to any existing state or federal law.

~~GAL REF: s.s. Title VII of the Civil Rights Act of 1964 as amended~~
~~Civil Rights Act of 1991 - Title I~~
~~Title IX, Education Amendments of 1972~~

LEGAL REF.: s.s. Title VII of the Civil Rights Act of 1964 as amended
Civil Rights Act of 1991 - Title I
Title IX, Education Amendments of 1972

s.s. 111.36

CROSS REF.: 112 RULE 1 Employee Discrimination Complaint Procedures

APPROVED March 22, 1995

REVISED: October 22, 1996

REPRINTED: March, 1998

DISCRIMINATION COMPLAINT PROCEDURES

Any complaint by a staff member regarding the interpretation or application of the provisions of Title VI (Civil Rights Act of 1964), Title IX, Section 504 of the Rehabilitation Act of 1973 or the district's nondiscrimination policy shall be processed in accordance with the following grievance procedures:

1. STEP ONE: An aggrieved party shall attempt to resolve the grievance by oral discussion with the building principal or immediate supervisor.
2. STEP TWO: If the grievance is not settled at Step #1, it may, at the election of the aggrieved party, be reduced to writing and submitted to the principal or immediate supervisor within ten (10) days after the known occurrence of the act or event. The principal or immediate supervisor, upon receiving such a written complaint, shall within a reasonable time undertake to cause an investigation of the complaint. The investigation shall be completed within a reasonable period of time. Within ten (10) days after completion of the investigation, the principal or immediate supervisor shall decide the merits of the case, determine the action to be taken, if any, and report in writing the findings and the resolution of the case to the grievant.
3. STEP THREE: If the grievant is dissatisfied with the decision of the principal or immediate supervisor, ~~he/she~~ the employee may appeal the decision by giving written notice to the Superintendent of Schools or ~~his/her~~ the authorized representative within ten (10) days after receipt of the principal's or immediate supervisor's written decision. The Superintendent or authorized representative shall within five (5) school days thereafter schedule a meeting with the aggrieved party. The meeting place and time shall be mutually agreed upon, controlled only by the question of reasonableness as to time, place and notice. The Superintendent or representative shall within ten (10) school days after the meeting, deliver an answer to the aggrieved party.
4. STEP FOUR: If the grievant is dissatisfied with the decision of the Superintendent or authorized representative, the grievant may appeal the decision by giving written notice thereof to the Board Clerk within ten (10) days after receipt of the Superintendent's or authorized representative's decision. The Board shall hear the appeal at its next regular meeting or a special meeting may be called for the purpose of hearing the appeal. The hearing may be in executive session if properly determined by the Board. The Board shall make its decision in writing within ten (10) school days after completion of the hearing. Copies of the written decision shall be mailed or delivered to the grievant and the Superintendent or authorized representative.

Failure of the grievant to act within the times specified shall mean acceptance of the decision rendered at the last step. Failure of the principal, Superintendent or representative to act within the times specified shall cause the grievance to proceed to the next step of this procedure.

The time parameters may be modified by mutual agreement of the parties.

5. STEP FIVE: If the grievant is still dissatisfied, further appeal may be made within thirty (30) days to the State Superintendent of Public Instruction. Also, an appeal may be made to the:

U.S. DEPARTMENT OF EDUCATION
OFFICE OF CIVIL RIGHTS
500 W. MADISON STREET
SUITE 1475
CHICAGO, IL 60661

COMPLAINTS RELATING TO SPECIAL EDUCATION

Discrimination complaints relating to the identification, evaluation, educational placement or the provision of free appropriate public education of a student with exceptional educational need shall be processed in accordance with established appeal procedures outlined in the district's special education handbook.

COMPLAINTS RELATING TO FEDERAL PROGRAMS

Discrimination complaints relating to programs specifically governed by federal law or regulation shall be referred directly to the State Superintendent of Public Instruction.

REVISED: August 25, 1998
July 27, 2010



I. BASIC INFORMATION

Topic or Concern: Policy 353.3 Language Access Policy (Second Reading)

Which strategy in the Strategic Plan does this support? Students and Communication

Your Name and Title: Anthony Bosco, Interim Assistant Superintendent

Others assisting in the presentation: Reynaldo Ochoa, Interim Director of Bilingual Programs

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

This presentation is in response to the request via the School District of Beloit's Board of Education Policy and Personnel Committee to revise the initial "Language Access Plan" to align with feedback provided by the Board of Education in November.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Additional information was received regarding the inclusion of language pertaining to community members and parents / guardians who may require "auxiliary aids and services".

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Our recommendation is to adopt policy that states the School District of Beloit's language engagement responsibilities, philosophies and strategies, as well as how those obligations, philosophies and strategies will be operationalized in the School District of Beloit in order to best serve our language diverse community.

D. What are your conclusions?

MOTION: The Policy and Personnel Committee recommends that the full Board of Education approve the revisions of Policy 353.3 Language Access Policy for final reading.

BUDGET LOCATION: NA

FISCAL IMPACT: NA

LANGUAGE ACCESS POLICY

The School District of Beloit has an obligation to meaningfully communicate with Limited English Proficient (LEP) parents and/or guardians *as well as with those who may have specialized communication needs* information regarding: registration and enrollment, report cards, requests for parent permission for student participation in district or school activities, parent-teacher conferences, parent handbooks, gifted and talented programs, magnet and charter schools, and any other school and program choice option, language assistance programs, special education and related services, individualized education program (IEP) meetings, grievance procedures, notices of nondiscrimination, student discipline policies and procedures.

In order to ensure we are culturally and linguistically serving our non-English speaking parents and/or guardians *as well as those requiring specialized communication needs*, the School District of Beloit will continue to develop practices and procedures at both the building and district level to encourage and support the full participation of all our families.

These practices and procedures include but are not limited to:

- ‘Translation and Interpreting Services Plans’ will be developed, implemented and communicated to students, staff and parents in each district building.
- making every effort to translate written and voice communication into the family's native language.
- providing interpretation services to anyone requesting such assistance at all school and district events, including Board of Education Committee and Business meetings.
- providing staff with ongoing Translating and Interpreting Best Practices Professional Development opportunities.
- ensuring that internal building signage is posted in English, Spanish and other languages when appropriate.
- making available per request “auxiliary aids and services”.

LEGAL REF.: The Americans with Disabilities Act
 Title II Technical Assistance Manual
 Wisconsin Department of Public Instruction
 U.S. Department of Education
 U.S. Department of Justice - Civil Rights Division
 National Association of the Deaf

APPROVED: February 26, 2018



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Policies 522.11 Pre-employment Drug Testing
522.11 RULE 1 Pre-employment Drug Testing Procedures
522.1 RULE 2 Drug and Alcohol Testing (Second Reading)

Which area(s) of the Strategic Plan does this support? Staff

Your Name and Title: Deetra Sallis, Executive Director of Human Resources

Others assisting you in the presentation: n/a

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To update the policies to be current with the practices of the district and our 3rd party vendor.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

After review with Beloit Occupational Health and their policies, we worked to update the policies to support what they do in the process.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

To ensure our policies are within the practice of the work we do.

D. What are your conclusions?

MOTION: The Policy/Personnel Committee recommends that the full Board of Education approve the revisions of Policy 522.11 Pre-Employment Drug Testing, Policy 522.11 RULE 1 Pre-employment Drug Testing Procedures & Policy 522.1 RULE 2 Drug and Alcohol Testing for final reading.

I propose using N/A

Long Term Committed Funds? No

BUDGET LOCATION: n/a

FISCAL IMPACT: none - only cost incurred as we utilize the service.

DRUG AND ALCOHOL TESTING

Board of Education Policy 522.1 prohibits the possession, consumption, manufacture, sale, distribution, dispensation, not being free of, abuse of any drugs, drug paraphernalia, narcotics, or any other controlled substance at any time. The School District also prohibits the possession, consumption, manufacture, sale, distribution, dispensation, not being free of, abuse of alcohol in the workplace. A copy of the policy shall be available in each district facility. A voluntary drug and/or alcohol test is an additional tool to enforce the policy.

Reasonable Individualized Suspicion

Employees shall only be tested for drug or alcohol abuse when there is reasonable individualized suspicion to believe that the employee is under the influence of drugs and/or alcohol. Reasonable individualized suspicion means suspicion based upon specific observations concerning the appearance, behavior, speech or breath odor of the employee. Reasonable individualized suspicion shall also include work performance or attendance problems. Reasonable grounds for testing shall exist in circumstances involving the physical safety of employees, such as carelessness or unsafe operation of equipment or the commission of unsafe acts or practices, including and immediately following an industrial accident which caused, or reasonably may have caused, an injury resulting in lost time from work or in medical treatment.

Establishing Reasonable Individualized Suspicion

In the event reasonable individualized suspicion exists, the employee shall be questioned in private, meaning away from other employees or students. The District may require the employee to be taken to a medical provider/collection site designated by the District to complete drug and alcohol testing as determined by the provider. The test is voluntary. An employee subject to testing in a reasonable individualized suspicion situation shall be suspended with pay pending the results of the test.

Upon request, the employee shall sign a consent form authorizing the taking of a specimen by the medical provider/collection site and releasing the results of the laboratory testing to the District. The test and its results shall be held confidential and secured, and only those individuals who have a "need to know" shall be informed of the test results. The employee shall be entitled to the test results at the same time as the District. The employee shall not be required to waive any claim or cause of action under law.

The refusal or failure to cooperate by the employee to consent to taking the tests as determined by the provider shall constitute a presumption of being under the influence of alcohol or drugs. The employee in this situation shall be subject to corrective action up to and including termination.

If discipline is considered based on the employee's behavior or appearance, the appropriate notice, except for emergencies and due process shall be afforded the employee. The employee's representative shall also be notified. Discipline, up to and including termination, may result, depending on the severity of the violation in relation to the circumstances of the situation.

Testing Procedures

The District recognizes that the chain of custody of urine specimens is essential to establishing either positive or negative results for a specific employee. The employee providing the specimen shall witness the sealing of the specimen in an approved container and shall initial the seal or label on the container. Failure of the employee to witness and initial shall conclusively establish that the specimen was not the employee's and the results of a test performed on that specimen shall not be used against the employee to prove that the employee was under the influence of drugs and/or alcohol.

The District recognizes that the chain of custody of breath specimens is essential to establishing either positive or negative results for a specific employee. The employee providing the breath specimen shall follow the direction of the breath alcohol technician to complete the test process. Tests results are available immediately following the test. The employee will receive a copy of the chain of custody document indicating a negative or positive alcohol level if any is present.

The medical provider/collection site shall use only state licensed laboratories for testing specimens. The laboratories used shall be able to perform all the required testing procedures under one roof to maintain chain of custody integrity. The tests to be performed on the specimens shall be the most reliable method of testing available, and shall be conducted pursuant to the testing laboratory's procedures. All specimens deemed positive by the laboratory shall be retained for identification purposes at the laboratory for a period of 365 days from the date of the test. Test results shall be deemed positive according to generally accepted levels followed by state/federal licensed laboratories or at levels established by law.

If an employee tests positive, he/she shall have the right, at the employee's expense, to have a sample of his specimen tested by another state licensed laboratory, using either the same test which produced a positive result or a more sophisticated test as appropriate. If the test proves negative, the District shall reimburse the employee for expenses incurred.

Consequences Of Testing Positive

In the event an employee tests positive, he/she shall be given the opportunity to enroll in the employee assistance program ("EAP") and abide by its procedures. During the enrollment in the EAP, the employee shall be eligible for conditional employment in available jobs which do not endanger themselves or others. The decision as to whether to allow an employee who tests positive an opportunity to participate in an EAP in lieu of immediate corrective action shall be within the sole discretion of the District. Conditional employment is subject to clearance by the EAP Medical Director. Such employees shall continue at their regular rate of pay during any period of conditional employment and shall continue to accumulate seniority. Upon the successful completion of the EAP, the employee shall be entitled to reinstatement to his/her former job classification, consistent with the employee's seniority rights.

An employee who voluntarily enters the Employee Assistance Program ("EAP") in lieu of a required test or following a positive result of a test shall have corrective action withheld pending satisfactory completion of the referral policy requirements, such withholding of corrective action beyond the first occasion shall be done on a case by case basis. The employee shall be entitled to all necessary leaves in order to complete any such program. An employee who fails to cooperate, abandons, or does not complete the treatment program prescribed by the EAP counseling, or who fails to live up to the terms and conditions of the referral agreement shall receive the previously withheld corrective action.

Whether an employee volunteers to participate in the EAP or is required to participate as a condition of continued employment that employee shall continue to be subject to the same rules, working conditions, and corrective action procedures in effect for other employees, i.e., employees cannot escape corrective action for other infractions by being enrolled in the EAP. Employees permitted to elect rehabilitation in lieu of corrective action more than once shall be determined on a case by case basis.

An employee who fails to cooperate, abandons, or does not complete the treatment program prescribed by the EAP counseling, or who fails to live up to the terms and conditions of the referral agreement shall be subject to corrective action, up to and including termination.

Confidentiality

Participation in the EAP shall be held in a strict confidential manner and be treated as medical information. The result of reasonable individualized suspicion testing shall also be treated confidentially, unless the employee tests positive and corrective action is required.

REVISED: February 26, 2018

PRE-EMPLOYMENT DRUG TESTING

A pre-employment drug test shall be required as a condition of employment. All pre-employment drug tests shall be completed prior to beginning job duties. Human Resources will schedule the drug tests and provide the candidate with an appointment time and location.

Failure to appear for the appointed drug test or a positive drug test shall result in denial of employment.

APPROVED: May 28, 1996

REVISED: October 22, 1996
February 26, 2018

REPRINT: March, 1998

PRE-EMPLOYMENT DRUG TESTING PROCEDURES

Testing procedures

The District recognizes that the chain of custody of urine specimens is essential to establishing either positive or negative results for a specific candidate. The candidate providing the specimen shall witness the sealing of the urine specimen in an approved container and shall initial the seal or label on the container. Failure of the candidate to witness and initial the seal shall conclusively establish that the specimen was not the candidate's and the results of a test performed on that specimen shall not be used against the candidate to prove that the candidate was under the influence of drugs and/or alcohol.

The medical provider/collection site shall use only state licensed laboratories for testing urine specimens. The laboratories used must be able to perform all the required testing procedures under one roof to maintain chain of custody integrity. The tests to be performed on the urine specimens shall be the most reliable method of testing available, and shall be conducted pursuant to the testing laboratory's procedures. All urine specimens deemed positive by the laboratory must be retained for identification purposes at the laboratory for a period of 365 days from the date of the test. Test results shall be deemed positive according to generally accepted levels followed by state/federal licensed laboratories or at levels established by law.

If a candidate tests positive, they shall have the right, at the candidate's expense, to have a sample of their specimen tested by another state licensed laboratory, using either the same test which produced a positive result or a more sophisticated test as appropriate. If the test proves negative, the District will reimburse the candidate for expenses incurred.

REVISED: February 26, 2018



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Substitute Training for Teachers and Paraprofessionals

Which area(s) of the Strategic Plan does this support? Staff

Your Name and Title: Deetra Sallis, Executive Director of Human Resources

Others assisting you in the presentation: Anthony Bonds, Asst. Supt Teaching, Learning & Innovation, Jennifer Paepke, Director of Student Engagement, Emily Pelz, Executive Director of Student Services

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To provide details about the content and the cost to train substitutes as they on-board with the District

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Our substitute pool is valuable to the teaching and learning of students. We must ensure that our substitutes have all the tools and resources they need to be successful. Having training in various areas can offer them support and direction as they fill staffing needs on a day to day basis.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

To support the needs of the classroom and staff that support the teaching and learning of the district.

D. What are your conclusions?

The training of approximately 100 substitute staff (50 teachers and 50 paraprofessionals) the cost would be approximately \$14074.00

MOTION: The Policy/Personnel Committee recommends that the full Board of Education approve of the substitute training and the cost associated with it.

I propose using an existing budget

Long Term Committed Funds? Yes, indefinite

BUDGET LOCATION: 827 District

FISCAL IMPACT: The training cost of approximately 100 substitute staff (50 teachers and 50 paraprofessionals) would be approximately \$14,074.00



School District of Beloit Board of Education Report

February 26, 2018

I. BASIC INFORMATION

Topic or Concern: Employment Actions - Exhibit A - February 26, 2018

Which area(s) of the Strategic Plan does this support? Staff

Your Name and Title: Deetra Sallis, Executive Director Human Resources

Others assisting you in the presentation: Dr. Darrell Williams, Interim Superintendent

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

Employment recommendations.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Information to support legal action as required by Wisconsin Statutes.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Comply with legal requirements and Wisconsin Statutes.

D. What are your conclusions?

Employment to meet needs of District to ensure quality education to all students within the District's budgetary guidelines.

MOTION: The Policy and Personnel Committee recommends that the Board of Education approve the personnel recommendations – Exhibit A as recommended by the committee.

I propose using an existing budget

Long Term Committed Funds? Yes, indefinite

BUDGET LOCATION: all areas - payroll

FISCAL IMPACT: As indicated on report sheet.

	Name	Location	Assignment	Effective Date	FTE	Notes	Salary	Other salary info
NEW EMPLOYMENT								
Administrators								
Professional Educators								
Support Staff								
	Natalie Herd	BLA	Special Ed Para	2/27/2018	100%	2nd semester only	12.10	per hour
Substitutes								
	Bryanna Bolton	District	Sub Para Educator	2/28/2018		was Para on LOA	10.78	per hour
	Jessica Henvick	District	Sub Para Educator	2/14/2018		was Para at Aldrich	10.78	per hour
	Kathleen Peterson	District	Sub Nurse	2/27/2018			22.30	per hour
Coaches/Extra Curricular - Addendums								
	Carl Newton, Jr.	Aldrich	Intermediate Boys Track Coach	4/17 to 5/25		change in start date	1,103.00	
	Deb O'Brien	Aldrich	Intermediate Girls Soccer Coach	4/17 to 5/25			1,103.00	
	Josh Swedlund	Aldrich	Intermediate Wrestling Coach	2/21 to 4/13			871.00	
	Diarre Wo'se	Aldrich	Intermediate Girls Basketball Coach	2/21 to 4/13			1,428.00	
	Eric Brown	Memorial	Varsity Assistant Softball Coach	3/13 to 6/9			1,778.00	
	Michelle Kelly	Memorial	Freshman Girls Soccer Coach	3/20 to 6/17			1,820.00	
	Luis Samayoa	Memorial	Girls Varsity Assistant Track Coach	3/6 to 6/2			2,727.00	
	Jennifer Murry	McNeel	Equity Liaison	11/16/2017			348.77	Pro-rated
	Anderia Douglas	Cunningham	Cheer Coach	12/21 to 2/12			500.00	Building Budget
	Anderia Douglas	Cunningham	Intermediate Boys Track Coach	4/17 to 5/25			1,103.00	
	Kelly Hogan	Cunningham	Cheer Coach	12/21 to 2/12			500.00	Building Budget
	Stuart Ritzert	Cunningham	Intermediate Wrestling Coach	2/21 to 4/13			1,505.00	
CHANGE IN EMPLOYMENT STATUS / WAGE								
Professional Educators								
	Lynn Matysiak	District-Private Schools	Reading / Math	3/1/2018	50%	increase of time due to increase in private school student needs, was at 30%	26,834.67	based on 72,567
RETIREMENTS / RESIGNATIONS / LAYOFFS				eff contractual date			Years of Service	
Administrators								
Professional Educators								
Support Staff								
	Byranna Bolton	Todd	Special Ed Para	2/12/2018	100%	resignation - was on leave; will be returning as Sub Para	3	years
	Jessica Henvick	Aldrich	Special Ed Para	2/13/2018	100%	resignation - will stay on as sub para	1	month
	Esther Humphrey	District (Converse)	Special Ed Para	1/26/2018	100%	retirement - was out on long-term leave	22	years

A handwritten signature in black ink, appearing to read 'D Williams', written over a horizontal line.

Dr Darrell Williams, Interim Superintendent

A handwritten signature in blue ink, appearing to read 'Deetra Sallis', written over a horizontal line.

Deetra Sallis, Executive Director Human Resources