

**POLICY AND PERSONNEL COMMITTEE
SCHOOL DISTRICT OF BELOIT
March 13, 2018**

1. CALL TO ORDER

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

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

2. APPROVAL OF THE AGENDA

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

3. APPROVAL OF FEBRUARY 2018 MINUTES

Cronin moved approval of the February 13 and 26, 2018 minutes. Seconded by Motion carried.

4. TODD LITERACY INTERVENTIONIST

Bonds explained the need for the additional interventionist at Todd and that it would be funded from Title I funds.

Baskin moved to recommend to the full Board of Education the approval of the addition of an hourly Literacy Interventionist for the remained of the 2017-18 school year at Todd Elementary School. Seconded by Cronin. Motion carried.

5. POLICIES FOR FIRST READING

Charles sent information to Sallis regarding language for the Supervisory Nepotism from State Statute. Sallis read the changes she proposed. Baskin moved to table Policy 522.31 Supervisory Nepotism for first reading to allow Sallis to incorporate the additional changes. Seconded by Cronin. Motion carried.

Charles had some additional language for the physical exam policy. Cronin asked for clarification of the presence or absence of TB on the form. Cronin moved to table Policy 523.1 Employee Physical Examinations for first reading to allow Sallis to add the additional changes. Seconded by Baskin. Motion carried.

Baskin moved to recommend to the full Board of Education the revision and layover of Policy 523.6 Identification Badges - Employees for first reading. Seconded by Cronin. Motion carried.

Cronin moved to recommend to the full Board of Education the approval of the additional offense codes, the revision and layover of Policy 443/447 Code of Conduct, which are aligned with reporting requirements for the annual Pupil Nondiscrimination Compliance Report and the Civil Rights Data Collection report for first reading with recommended changes. Seconded by Baskin. Motion carried.

Cronin moved to recommend to the full Board of Education waiving first reading and approving the revision of Policy 143 Official Board Representatives, Policy 185 Standing Board Committees, Policy 185.1 Fiscal Committee, Policy 185.2 Students Committee, Policy 185.3 Staff Committee for final reading with suggested changes. Seconded by Baskin. Motion carried.

6. POLICIES FOR SECOND READING

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

7. DIVERSITY, INCLUSION AND RECRUITMENT PLAN

Baskin indicated that this is on the agenda for feedback and asked if the committee had any other questions. He also indicated that they will also be adding goals and such. He asked that it come back in April for final approval.

8. EXIT INTERVIEW DATA AND DISCUSSION

Members discussed the number of people who have left the district versus who have completed the exit survey. Members debated whether or not to use a third party and discussed the pros and cons. Baskin indicated that the problem with staff leaving districts is not just a local concern, it's a state-wide and nation-wide problem.

Baskin moved to recommend to the full Board of education continued use of the current exit interview tool for another six months. Seconded by Cronin. Charles asked if the staff could be surveyed to see if they would like an outside party. Motion carried.

9. LABOR LIAISON UPDATE

There was no labor liaison update.

10. LEGISLATIVE UPDATE

Charles updated the members on a bipartisan effort to make schools safer with funding at the state level.

11. POSSIBLE PERSONNEL CLOSED SESSION ITEMS*

The committee did not go into closed session and reviewed the personnel recommendation.

Cronin moved to recommend approval of the employment recommendations - Exhibit A to the full Board of Education for approval. Seconded by Baskin. Motion carried.

Baskin moved to table the February 26, 2018 closed session minutes until the next closed session. Seconded by Cronin. Motion carried.

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

The committee did not go into closed session.

13. FUTURE ITEMS FOR DISCUSSION

Future items for discussion included Associate versus Bachelor Degrees for substitutes, Hiring/Promotion/Transfer Policy and Compensation Workshop.

14. ADJOURNMENT

The meeting adjourned at 6:56 p.m.