

**POLICY AND PERSONNEL COMMITTEE
SCHOOL DISTRICT OF BELOIT
March 20, 2018**

1. CALL TO ORDER

The Policy and Personnel Committee was called to order by Dennis Baskin, Chair at 5:02 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Kris Klobucar and Dennis Baskin. Member absent: Shelly Cronin. Others present: Pam Charles, Laurie Endres, Wendy Sanchez(5:03), Anthony Bonds, Tony Bosco, Emily Pelz, Roger Price, Deetra Sallis, and Darrell Williams.

2. APPROVAL OF THE AGENDA

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

3. POLICIES FOR FIRST READING

Klobucar moved to recommend with minor change in #10 waiving the first reading and approve the addition of Policy 185.4 Infrastructure Committee to the full Board of Education for final reading. Seconded by Baskin. Motion carried.

Baskin moved to recommend waiving the first reading and approve the addition of Policy 185.5 Communication Committee to the full Board of Education for final reading. Seconded by Klobucar. 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. Seconded by Klobucar. Motion carried on a roll call vote 2-0.

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 brought cabinet members and board secretary back into the room and moved to reconvene to open session. Klobucar requested a recess. Baskin would not second the recess. Klobucar left the meeting to go to the restroom for a break, Baskin followed her. When Baskin returned, he requested that D. Williams step out with him for a minute. Baskin and Williams returned to the meeting. Klobucar returned to the meeting.

Klobucar moved approval of new employees, changes in offer of employment and retirements/resignations/layoffs. Seconded by Baskin. Motion carried.

Baskin asked that the minutes reflect as the chair of the Policy/Personnel Committee, he was uncomfortable with what went on in closed session. He believes two African Americans were potentially discriminated against in closed session process. He is going to ask that the President of the Board, the Chair of the Policy/Personnel Committee and Superintendent meet with School District Counsel to resolve perceived injustice.

Endres was approached by Winters who was offered another job and another administrative staff member involved in a conflict, both requested a raise to bring better equality to the salary of district directors. Members discussed giving additional pay due to the Executive Director vacancy and additional duty assignments through the end of the year with a full salary analysis after new superintendent is hired. Price stated research shows both salaries are under market and both do an exemplary job. He further stated that rewarding the positions through June or through the transition would be warranted. Price recommended the maximum 15% additional duty pay and to re-evaluate after June 30th.

Klobucar moved to approve a 15% temporary additional duty pay through June 30th for the Director of Facilities and Director of Finance. Seconded by Baskin. Motion carried.

6. FUTURE ITEMS FOR DISCUSSION

Future items for discussion included the Equity/Recruitment Plan, Associate Degrees vs. Bachelor Degrees for Substitutes, Policy 553 RULE 3 Recommendations for Employee Hiring/Transfer/Promotion Policy and a Compensation Workshop which are to be determined.

7. ADJOURNMENT

The meeting adjourned at 6:23 p.m.