



thinkingbeyondnow

# **BUSINESS MEETING**

**April 24, 2018**

School District of Beloit  
we are tomorrow



1633 Keeler Avenue  
Beloit, Wisconsin 53511  
(608) 361-4000  
FAX (608) 361-4122

**Board of Education**

Laurie Endres, President  
Kris Klobucar, Vice President  
Shelly Cronin, Treasurer  
Wendy Sanchez, Clerk  
Lisa Anderson-Levy, Member  
Dennis Baskin, Member  
Pam Charles, Member

**Superintendent**

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.

Dr. Tom Johnson, Superintendent  
Kolak Education Center, The Roosevelt Building  
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# NOTICE OF MEETING

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**SCHOOL DISTRICT OF BELOIT  
BOARD OF EDUCATION**

**SPECIAL BOARD ORGANIZATIONAL MEETING**

Tuesday, April 24, 2018 – 7:00 p.m.  
Kolak Education Center • The Roosevelt Building  
Boardroom  
1633 Keeler Avenue  
Beloit, WI 53511

- I. Seating of Members – Oath of Office (repeated)
- II. Election of Officers – Superintendent Presiding
  - A. Election of President
    - New President Presiding for Remainder of Meeting--
  - B. Election of Vice-President
  - C. Election of Secretary
  - D. Election of Treasurer
  - E. Election of Clerk
- III. Board President Appointments
  - A. Appointment of CESA 2 Representative
  - B. Committee Appointments
  - C. Agency Appointments
- IV. Adjournment

Posted: April 20, 2018



**School District of Beloit  
Board of Education Report**

**April 24, 2018**

***I. BASIC INFORMATION***

**Topic or Concern:** Appointment of CESA #2 Board Representative

**Your Name and Title:** TBD, Board President

**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?**

The School District of Beloit Board of Education must submit the name of their authorized representative to the Annual CESA 2 Agency Convention, which will be held this year on May 15, 2018.

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

Please see attached information.

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

To comply with State Statute 116.02(1)(a)

**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 CESA 2 Representative as appointed by the Board President.

**BUDGET LOCATION:**

**FISCAL IMPACT:**



**FORM FOR NOTIFYING SCHOOL BOARD OF  
COOPERATIVE EDUCATIONAL SERVICE AGENCY CONVENTION**

TO: District Clerks and Administrators of School Districts in Cooperative Educational Service Agency No. 2, State of Wisconsin

RE: In compliance with State Superintendent of Public Instruction Tony Evers request that the chairperson of the Cooperative Educational Service Agency indicate to you the date, hour, and place at which a convention of school district board representatives will be convened, the following information is submitted:

That Nancy Thompson is the Chairperson of Cooperative Educational Service Agency No. 2. That said Chairperson has determined that such convention will begin at 6:30 pm in the CESA 2 conference room of the Whitewater Innovation Center in the City, Town, or Village of Whitewater on Tuesday, May 15<sup>th</sup>, 2018.

That arrangements have been made for such convention at the time and place indicated above, and

That you are requested to inform the member representative of your school board of the time and place of said convention.

Signed: Nancy H. Thompson  
Chairperson, CESA Board of Control

Date: 04-07-2018

**TO: The Administrator of CESA No. 2**

**\* As per s. 116.02(1)(a), Wis. Stats., this date must be on or after the 4<sup>th</sup> Monday in April.**



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# AGENDA – BOARD OF EDUCATION

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## ***BUSINESS MEETING***

Tuesday, April 24, 2018 - 7:20 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 Student, Philip Wyels..... 1
    - 2. Recognition of Board Members Lisa Anderson-Levy and Dennis Baskin ..... 2
  - 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. Human Trafficking Presentation (Rock County Task Force Members) ..... 3
  - B. Yondr Presentation (A. Bonds/R. Eberle) ..... 4
  - C. Ad Hoc Academic Achievement Update (A. Bonds) ..... 5
  - D. Equity Update (T. Bell) ..... 6
- VI. REPORTS TO THE BOARD
  - A. (E)Quality Committee Report
    - 1. Report and Minutes from April 9, 2018 Meeting ..... 7
  - B. Student Board Member Report
  - C. Committee Reports
    - 1. Finance/Transportation and Property Committee
      - a) Minutes of April 10, 2018 Meeting ..... 8-9
    - 2. Curriculum & Instruction
      - a) Minutes of April 10, 2018 Meeting ..... 10-11
    - 3. Policy & Personnel
      - a) Minutes of March 20, 2018 Special Meeting ..... 12-13
      - b) Minutes of April 10, 2018 Meeting ..... 14-15
- 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. .... 17



## VIII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS:

A. *Special Board Meeting – March 20, 2018 .....	18-19
B. *Board Business Meeting, March 20, 2018 .....	20-21
C. *Special Board Meeting, April 3, 2018.....	22-23
D. *Special Board Meeting – April 10, 2018.....	24-25
E. *Special Board Meeting – April 17, 2018 – New Member Orientation.....	26
F. *Special Board Meeting, April 17, 2018 .....	27

## IX. BUSINESS/ACTION ITEMS

A. *Approval of February Financial Summary .....	28-38
B. CESA 2 Services 2018-2018 .....	39-48
C. 60 Fund Activity Groups.....	49,51
D. Academic Achievement Ad Hoc Committee Proposal .....	52-60
E. Early College Credit Program for summer and Fall Semester 2018-19 .....	61-68
F. Policy 185 RULE 1 Standing Board Committee Rules (First Reading) .....	69-71
G. Policy 185.3 Staff Committee (First Reading).....	72-74
H. Policy 522.31 Supervisory Nepotism (First Reading) .....	75-76
I. Policy 523.1 Employee Physical Examinations (First Reading) .....	77-79
J. Policy 523.6 Identification Badges – Employee (Second Reading) .....	80-81
K. Policy 443/447 Code of Conduct (Second Reading) .....	82-97
L. Personnel Recommendations	
1. Personnel Recommendations (Exhibit A) General Employment .....	98-99

## X. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Reminder of New Committee Structure and Application Submission
- C. Announcement of future Board Meeting dates
  - 1. Budget workshop – May 1
  - 2. Special Board Meeting – May 8
  - 3. Business Meeting – May 22

## 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

4/24/2018

## ***I. BASIC INFORMATION***

**Topic or Concern:** Board Recognition of student, Philip Wyels

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

**Your Name and Title:** Jennifer Thompson, Public Information Officer

**Others assisting you in the presentation:** n/a

**My report is for:** Information

## ***II. TOPICAL INFORMATION***

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

To publicly recognize Fruzen Intermediate School student, Philip Wyels for civic engagement

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

It takes courage and bravery to speak in public to encourage officials to take action. Our district mission states that we prepare each student to compete, contribute and thrive as an admirable citizen in today's world. Philip's ability and willingness to speak up on behalf of himself, his peers and his school demonstrates strong leadership qualities and civic engagement.

### **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

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Recognition of outgoing board members

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

**Your Name and Title:** Jennifer Thompson, public information officer

**Others assisting you in the presentation:** n/a

**My report is for:** Information

## *II. TOPICAL INFORMATION*

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

To publicly recognize and acknowledge Dr. Lisa Anderson-Levy and Dr. Dennis Baskin

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

The School District of Beloit would like to recognize the dedication and service of outgoing board members, Dr. Lisa Anderson-Levy and Dr. Dennis Baskin.

### **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



***I. BASIC INFORMATION***

**Topic or Concern:** Human Trafficking Presentation

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

**Your Name and Title:** Laurie Endres, Board President

**Others assisting you in the presentation:** Rock County Human Trafficking Task Force Members: Robin Stuht, Homeless Coordinator, Sara Schumacher, Community Action and Jeff Berkley, Special Agent for the Division of Criminal Investigations of the DOJ

**My report is for:** Information

***II. TOPICAL INFORMATION***

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

To inform the board members and public about the Human Trafficking Task Force efforts and the Human Trafficking in Rock County

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

The task force members will be here to present on Tuesday evening.

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

n/a

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

**MOTION:** n/a

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

**Long Term Committed Funds?** No

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** n/a



***I. BASIC INFORMATION***

**Topic or Concern:** Yondr Cell Phone Device Management

**Which strategy in the Strategic Plan does this support?** Students

**Your Name and Title:** Anthony Bonds, Asst. Superintendent, Teaching, Learning & Innovation

**Others assisting you in the presentation:** Ross Eberle, Technology Coordinator

**My report is for:** Information

***II. TOPICAL INFORMATION***

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

To provide the board members and community with background information on the Yondr trial that began 4<sup>th</sup> term at Beloit Memorial High School.

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

Yondr is a system that utilizes locking pouches in order to prevent access to student cell phones during class. A short video may be shown at the meeting and a demonstration of how the pouches work.

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

No action is being requested at this time.

**D. What are your conclusions?**

**MOTION:** Not applicable.

**BUDGET LOCATION:** 805—Teaching, Learning, and Innovation (TLI)

**FISCAL IMPACT:** \$6,000 was paid from TLI budget to cover the cost of pouches for the trial.





# School District of Beloit Board of Education Report

April 24, 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

March 24, 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 Led diversity Training for Visit Beloit, tourism and attraction agencies. Professional Development session on How to Engage all Parents for secretaries and administrative assistants <b>Aldrich MEO Students attended Milwaukee Bucks 3/9/18 and parents attended Bucks game</b> <b>Clemson Men of Color Conference 4-12-18 over 2,000 attendees</b> <b>BMHS MEO, LULAC and High School of Business Students attended Tools of Life and Leadership Seminar 4-16-18 with Chuck Zamora of The Learning Company</b>
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.	At Risk Report about Safety/ Violence - Bullying/Harassment Sad or Hopeless >30%, 1 of 8 attempting suicide. Drugs/Alcohol/Gangs ALL THE LEVELS REPORTED <sup>1</sup> ON THESE SHOULD BE RED FLAGS.	Programs such as "Project Semicolon" <sup>2</sup> or "Tell Me about Your Day Bracelets" <sup>3</sup>  Continue or expand the Mental Health Clinic. Encourage greater awareness of	LULAC/MEO (August 2017) Professional Development (LGBTQ) * (Aug. 2017)  Professional Development (LGBTQ) * Oct 13, 2017 for the entire district

## 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>Welcoming of all students, and celebrating of the diversity each student brings can be improved in Beloit Schools.</p>		<p>its services.</p>	<p>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 &amp; Artisans at ALL schools (Nov 7-8, 2017)    Day of the Dead community event featuring Omeyocan Dance Company - LULAC youth council    Aldrich MEO food drive - student led (advisor Alicia Wash)  Met with BMHS student leaders to begin planning student led Diversity Conference  LULAC &amp; LULAC JR Councils volunteer at Second Harvest Pantry 12-13-17  UWW Black Student Union hosted a panel at Beloit Memorial  3/5/18 Hosted screening of Shot in the Dark with special guest coach Lou Adams  Continued to work with Wisconsin Rtl center and hosted Read Your Heart Out Celebrations at Hackett(2/23/18) and Merrill(2/28/18)</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.</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>Expand after school programming, by partnering with businesses, organizations &amp; reaching out to corporations and agencies to help staff it. (e.g. Boy's and Girl's club, The Castle, ABC.)  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)    MEO/Latino Mentoring Program (Oct 2017)  *Tutors are in the schools and at Community Action *23 students    Beloit 100 Volunteer Initiative (Oct 2017) *29 Volunteers *Connecting skills to student needs.</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>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>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>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> <sup>4</sup></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 Engagement &amp; 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</p>	<p>(E)Quality Committee minutes of 2-9-15 <i>Group 1 Goal:</i> <sup>4</sup> lists many areas to 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 Disagree<sup>5</sup> and I communicate with parents often about their child's progress #30 over 80% Agree or Strongly Agree<sup>6</sup> and what students are expected to learn is clear to their parents #32 43% Disagree or Strongly Disagree. <sup>7</sup></p> <p>I believe that this school has a good image in the community. <sup>8</sup> With 20% neutral and 23% disagree or strongly disagree there is an image problem - what is this based on?</p>	<p>Teacher Home Visits <sup>10,11</sup> and/or Liaisons/Navigators to make visits with parents (help them navigate school system), gather information and share it with teachers</p>	<p>Expectations assembly (Aug/Sept 2107) (Ongoing)</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><b>Language Access Policy (in progress)</b></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>

## 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
parents. School Images can be improved in our community.			(E)Quality Meeting on 1-8-18 Parent Academy 1-10-18 Internet Safety led by Technology Coaches (E)Quality Committee on 2-12-18 (E)Quality Committee on 3-12-18
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.  Perceptions by TEACHERS/ STAFF that STUDENTS respect them is too low.	Percentage of students who strongly agree or agree their teachers really care about them and give a lot of encouragement.  Percentage of students who strongly agree or agree that students have lots of changes to help decide things like class activities and rules.  2013 composite below 50% - At Risk Report 1 (both statements above)	Teacher Home Visits <sup>10,11</sup> and/or Liaisons/Navigators to make visits with parents (and help them navigate the school system) and gather information and share it with teachers	LULAC Student Chapter (71 students) (Oct 2017) *Expanded to two intermediate schools (Cunn & McNeel)  Announced 2018 MLK Essay Winners (17 student winners) December 2018  Partnering with Fellas Lifestyle Magazine to feature profiled men in City of Beloit.
Home School Liaison Hackett Grant  Parent Skyward training at some schls for Open House	P5 Documentation, Hackett Liaison, Attendance Reports, Skyward Access Numbers and Data  Number of access by parents in Skyward	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 Train parents at workshop,PTA, conferences, summer orientation	Participated in Gaston Read In 12-22-18
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	Administrators/Skyward	Intermediate parents return form indicating they have seen report card  Home School Liaisons/Teachers/ Counselors to contact those not returned	

### 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
Intermediate - mailed High School - Skyward		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/ Merrill School	Students have a role model	Community organized volunteers/adopt a school Organizations --Black Male Role Model Group --BAREA --Companies --UW Whitewater (i.e. fraternities, sororities, etc.) --Beloit College --Churches	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) 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	

## 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
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 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."	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 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.	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)  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	Athletes receive a lot of recognition.	Academic accomplishments need to be more widely recognized at all grade	*3rd Annual Veterans Day Program (November 10, 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
Honor Rolls	Elementary students and intermediate students receive less public recognition	levels. Use newspapers, websites and newsletters.	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.	
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.	Increase efforts to hire more minority teachers.  Use inservice/retired minority teachers to recruit.	Recruitment Efforts (Ongoing) Recruiting in Mississippi and Texas 4/2/18 thru 4/5/18 Scholarship Interviews in partnership with Stateline Community Foundation 4/6/18 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 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)

## 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
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.	Received \$5,000 donation to Grow Your Own Scholarship Program from Ho-Chunk Indian Nation Call Me Mister Program (August 2017)
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  6-8 unscheduled - go from room to room at McNeel & Cunningham BMHS Unscheduled - All educators located in gym	Anecdotal from parents  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.



# NOTICE OF MEETING

## SCHOOL DISTRICT OF BELOIT (E)Quality Committee - Minutes

**Date:** Monday, April 9th, 2018  
**Time:** 4:00 p.m.  
**Location:** Rotary Center  
1160 S. Riverside Dr.  
Beloit, WI 53511

### AGENDA

*\*\*\*There were no attendees at the April (E) Quality Committee Meeting*

- I. Call to Order
- II. Review of previous minutes
- III. Equity Plan Yearly Goals
- IV. Future Partnerships (Kerry Ingredients and Blackhawk Technical College)
- V. Knight of Distinction
- VI. Announcements
- VII. Adjournment

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

**April 10, 2018**

**1. CALL TO ORDER**

The meeting was called to order by Cronin, Committee Chair at 6:34 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: Anthony Bonds, Tony Bosco, Emily Pelz, Deetra Sallis, Roger Price, Darrell Williams and Sean Winters

**2. APPROVAL OF THE AGENDA**

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

**3. APPROVAL OF MARCH MINUTES**

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

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

There were no purchase order between \$15,000 and \$25,000.

**5. FOOD SERVICE UPDATE**

Price, along with Dawn Smith, Aramark, provided the annual review of the food service program for 2017-18 including results of the DPI review and actions, financial overview, capital plan and a staffing update. Part of the financial overview included a market wage analysis. Remodels, new food service ideas with food trucks and kiosks and franchises were explained as well.

**6. CESA 2 SERVICES 2018-2019**

Price presented the service contract for CESA 2 provided services for the 2018-19 school year.

Baskin moved to recommend to the full Board of Education approval of the CESA 2 services contract for the 2018-19 school year. Seconded by Sanchez, motion carried.

**7. CONSULTANT ENVIRONMENTAL SERVICES RFP**

Price and Winters explained the RFP process used to make their recommendation of Terracon Consultants. Although the pricing is lower, they feel extremely comfortable with the recommendation especially with their reference checks and DNR check.

Cronin moved to recommend to the full Board of Education Terracon Consultants, Inc. to perform consultant environmental services as requested in the RFP for the district. Seconded by Baskin, motion carried.

**8. CUSTODIAL MAINTENANCE SERVICES RFP**

Price and Winters explained the RFP process used to make their recommendation for custodial maintenance services. Winters gave background and history on custodial and maintenance services in the district. He explained that the RFP did not include the currier position, which would be posted and hired in house due to handling district monies. Price explained the process used once RFP's were received. Considerations were flexibility, quality and support over the contract period. A committee used a rubric and conducted interviews. Performance and cost were verified and determined by Winters and Price.

Transition was also considered by the preferred vendor as well as the cost with adding cleaning and in house plumbing and electrical. Winters explained that custodial hours have been increased by about 86 hours. Price stated Aramark assured him the same wage & benefits will be offered to ABM employees if they are hired by Aramark. Price felt the district couldn't dictate benefits.

Baskin indicated he requested calculations to bring custodial services back in house and does not see those in the presentation. He also stated that they typically see the rubric and top 3 recommendations. He was concerned with only Price and Winters involved in the latter part of the process. Price stated he didn't know about the request for in-house pricing and explained his role was using his expertise for costing out the top bid; Winters' role was determining if the recommended party could do the job. The rest of the process was done very fairly and through a committee process.

Klobucar stated anyone working in the school buildings is a role model for students. She is not a fan of having positions farmed out and feels the level of commitment is not always the same. She asked how cost prohibitive it is to bring it all back in house. Price answered as a consultant and stated he agrees that non-core employees make a difference with students. He also stated that he doesn't know what the cost savings would or would not be. Cronin asked if the board had the ability to extend the ABM contract, if the committee were to do nothing.

Cronin moved to send the selection of a custodial maintenance services for presentation and discussion including the summary of what the district is currently doing to the proposal, the rubric used, the findings from the rubric, and the RFP cost.

Baskin moved to table the proposal and seek legal counsel. Cronin seconded the motion.

Owens, audience member, raised concerns with Aramark and pay and benefits. The motion to table carried.

## **9. 60 FUND STUDENT ACTIVITY GROUPS**

Price shared information about two new student activity clubs; one at Cunningham and one at Hackett.

Baskin moved to recommend that the Board of Education approve the student activity groups at Cunningham and Hackett for the 2017-18 school year as presented. Seconded by Sanchez, motion carried.

## **10. WAIVER OF RENTAL FEES – COMMUNITY ACTION**

Cronin moved approval of the request by Community Action to waive the rental fees of BMHS on March 28, 2018. Seconded by Baskin, motion carried.

## **11. WAIVER OF RENTAL FEES – ROCK COUNTY HUMAN SERVICES**

Cronin moved approval of the request by Rock County Human Services to waive the rental fees of Hackett on April 7, 2018. Seconded by Baskin, motion carried.

## **12. WAIVER OF RENTAL FEES – MISS SOUTH CENTRAL PAGEANT**

Cronin moved approval of the request by Miss South Central Pageant to waive the rental fees of BMHS on January 5, 2019. Seconded by Baskin, motion carried.

## **13. FUTURE ITEMS FOR DISCUSSION**

Items for future agendas included Custodial Maintenance Services.

## **14. ADJOURNMENT**

The meeting adjourned at 7:47 p.m.

**School District of Beloit**  
**CURRICULUM AND INSTRUCTION COMMITTEE MEETING**

**Tuesday, April 10, 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: Anthony Bonds, Tony Bosco, Emily Pelz, Deetra Sallis and Darrell Williams.

**2. Approval of Agenda**

*Charles moved approval of the agenda. Endres seconded the motion. Motion carried 3-0. Bonds asked if the committee would be amenable to tabling the DLI Curriculum Recommendation. Endres made a friendly amendment to table the DLI Curriculum Recommendation. Klobucar seconded the motion. Motion carried 3-0.*

**3. Approval of March 2018 Meeting Minutes**

*Endres moved approval of the March, 2018 minutes. Charles seconded the motion. Motion carried 2-0, with Klobucar abstaining since she was absent from the meeting.*

**4. Data Reports (no report this month)**

There was no report this month.

**5. Yondr Cell Phone Device Management**

Bonds indicated that the reason for the trial of the cell phone device management system is due to the teachers' continual struggle with cell phones in the classroom as well as parent, faculty and board concerns with student behavior in the classroom.

Eberle, Technology Coordinator, indicated that there will be a trial of the Yondr Cell Phone Device Management System during 4<sup>th</sup> term at BMHS. This is a system that utilized locking pouches to prevent access to student cell phones during class. He shared a short video and demonstration of how the pouches work with the committee. Eberle also shared that teachers and students were given a survey at the beginning and will be surveyed at the end as well. One member asked if parents were surveyed as well. Eberle indicated that he can survey parents at the end as well. Parents were notified through Skyward as well as letters home and the article in the newspaper of those students in the classes that are piloting the program. Teachers are modeling the poaching of their phones as well. Endres indicated that this will be an expectation of board members at the televised meetings each month as well so students see that the board is also doing this.

*This item was for information only. No action was taken at this time.*

**6. Achievement Gap Efforts**

**DLI Curriculum Recommendation**

*This item was tabled during the approval of the agenda.*

**7. Academic Achievement Ad Hoc Committee Proposals**

Bonds presented the recommendations from the subcommittees.

*Endres moved to recommend to the full Board of Education approval of the development of a district-wide volunteer program starting with a lead and hub coordinator; two full-time positions and moved to recommend to the full Board of Education approval of the creation of a comprehensive plan that includes the Code of Conduct, rights and responsibilities, proactive positive behavioral strategies, progressive interventions and discipline, appropriate behavioral responses and related policies. Charles seconded the motion. Motion carried 3-0.*

**8. Early College Credit Program for Summer and Fall Semester 2018-19**

Members reviewed the requests for the early college credit program for the summer and fall of the 2018-19 school year. Bonds did indicate that this is the same program, however it now has a new name from DPI instead of Youth Options.

*Charles moved to recommend to the full Board of Education approval of the Early College Credit Program applications for the summer and fall semester of the 2018-19 school year. Klobucar seconded the motion. Motion carried 3-0.*

**9. Academic Achievement Ad Hoc Committee Update**

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

**10. Future Agenda Items**

Second Step - Child Protective Unit  
Math Curriculum Workshop  
DLI Curriculum Recommendation

**11. Adjournment**

The meeting was adjourned at 4:58 p.m.

**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**

The door was opened to the public. The chair did not want to continue in closed session because he believed individual's civil rights may be in jeopardy.

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 30<sup>th</sup>.

Klobucar moved to approve a 15% temporary additional duty pay through June 30<sup>th</sup> 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.

**POLICY AND PERSONNEL COMMITTEE  
SCHOOL DISTRICT OF BELOIT  
April 10, 2018**

**1. CALL TO ORDER**

The Policy and Personnel Committee was called to order by Dennis Baskin, Chair at 5:32 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, Deetra Sallis and Darrell Williams.

**2. APPROVAL OF THE AGENDA**

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

**3. APPROVAL OF MARCH 2018 MINUTES**

Klobucar moved approval of the March 13, 2018 minutes. Seconded by Cronin. Motion carried. Members discussed and clarified the March 20 minutes. Klobucar moved approval of the March 20, 2018 minutes with revisions. Seconded by Baskin. Motion carried 2-0 with Cronin abstaining.

**4. POLICIES FOR FIRST READING**

Charles reviewed the policies for first reading: the standing board committee rules and staff committee policy.

Cronin moved to table Policy 185 RULE 1 Standing Board Committee Rules to review the family relationship in the policy compared to the nepotism policy and bring it back in two weeks. Seconded by Klobucar. Motion carried.

Members discussed the evaluation cycle of professional educators. Cronin moved to recommend to the full Board of Education approval of the revisions and layover of Policy 185.3 Staff Committee. Seconded by Klobucar. Motion carried.

**5. POLICIES FOR SECOND READING**

Cronin moved to recommend to the full Board of Education the revision of Policy 522.31 Supervisory Nepotism for second reading. Seconded by Klobucar. Motion carried.

Cronin moved to recommend to the full Board of Education the revision of Policy 523.1 Employee Physical Examinations for second reading. Seconded by Klobucar. Motion carried.

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

Baskin moved to recommend to the full Board of Education the approval of the additional offense codes and the revision 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 second reading. Seconded by Klobucar. Motion carried.

**6. DIVERSITY, INCLUSION AND RECRUITMENT PLAN**

Bell explained that the equity plan incorporated members from both the original Diversity Committee and (E)Quality Committee to work on this plan. Board members asked clarifying questions.

Klobucar moved to recommend the Diversity, Inclusion and Recruitment Plan to the full Board of Education for approval. Seconded by Cronin. Motion carried.

**7. LABOR LIAISON UPDATE**

There was no labor liaison update.

## **8. LEGISLATIVE UPDATE**

There was no legislative update.

## **9. POSSIBLE PERSONNEL CLOSED SESSION ITEMS\***

Baskin moved to convene the 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 3-0.

## **10. 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 Cronin. Motion carried.

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

## **11. FUTURE ITEMS FOR DISCUSSION**

Future items for discussion included Associate versus Bachelor Degrees for substitutes, Hiring/Promotion/Transfer Policy and Compensation Workshop on April 17, 2018. Presentation of teacher evaluation process overview.

## **12. ADJOURNMENT**

The meeting adjourned at 6:34 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  
March 20, 2018**

The Board of Education held a special board meeting on March 20, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 6:23 p.m.

Members Present: Dennis Baskin(6:30), Pam Charles, Laurie Endres, Kris Klobucar and Wendy Sanchez. Members excused: Shelly Cronin. Also present: Anthony Bonds, Anthony Bosco, Roger Price, 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 4-0, Baskin was out of the room.

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

Emily Pelz, Executive Director of Pupil Services provided an SRO update. She also provided arrest data for the years 2016-17 and 2017-18 by school, grade, gender, school, offense and location. She reminded board members that this year is the first year that most of the SRO data is being tracked and additional data will be available next year.

Endres moved that the hiring process for the vacancy that has been offered for the HR Executive Director position will be completed. Other executive level administrative vacancies will remain open until the new Superintendent position has been filled. Seconded by Sanchez. Charles made an amendment for both the Human Resources Executive Director and the Executive Director of Business Services to stay unfilled until the new Superintendent is hired. The amendment failed due to lack of a second. The original motion carried on a roll call vote 4-1 with Charles voting in the negative.

Baskin moved to postpone closed session items until after the televised meeting. Seconded by Endres. Motion carried unanimously of the members present.

Roger Price, Fiscal Consultant, explained to board members that EzNet Pay is going out of business and the district needs to find another company to replace them for our current discount payment processing services.

Klobucar moved to approve American Deposit Management LLC to provide discount payment processing services for the School District of Beloit. Seconded by Sanchez. Motion carried unanimously of the members present.

Jen Thompson, Public Information Officer, addressed the board with research and best practices in school communications. She proposed the nonrenewal of the School Messenger contract and merging those services into the Blackboard contract along with gaining additional services such as school and district

newsletters and an interactive app for phones, tablets and other devices as well as social media monitoring and mass notifications. She explained the convenience of preparing the message once and having it post to several locations and through several tools at once making our messaging to families and the staff more effective and efficient.

Sanchez moved approval of the nonrenewal of the School Messenger contract and expanding the annual Blackboard contract to \$48,450. Seconded by Klobucar. Motion carried unanimously of the members present.

Endres recessed the meeting for the televised meeting at 6:55 p.m.

Endres reconvened the meeting at 8:25 p.m.

Baskin moved approval of a 15% temporary additional duty pay through June 30<sup>th</sup> for the Director of Facility Services and the Director of Finance. Seconded by Klobucar. Motion carried unanimously of the members present.

Baskin moved approval of the request by Evans Youth Basketball Academy to waive the rental fees of the intermediate schools from March through June, 2018. Seconded by Klobucar. Motion carried unanimously of the members present.

Endres and board members discussed Policy 185 Standing Board Committees.

Endres reminded board members to pull out the ethics policy and the powers and duties policy. She reminded members that no one has power by themselves. She addressed requests coming to her for many items that staff are wanting and she would like to honor them all, however, there is a budget process and the board needs to be cognizant of the budget. She is also hopeful that the new committee structure will assist with this type of request and budget process. She asked that board members keep in the forefront that the community is watching the board and its behavior. She suggested exercising caution in how board members conduct themselves especially in starting the superintendent search. She asked that board members exercise caution in meeting with staff individually.

Endres adjourned the meeting at 8:51 p.m.

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Michelle Shope, Board Secretary

Approved at the Regular Business Meeting on April 24, 2018

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Laurie Endres, President

**REGULAR MEETING OF THE BOARD OF EDUCATION  
SCHOOL DISTRICT OF BELOIT  
March 20, 2018**

The Board of Education held its regular meeting on March 20, 2018 at the Kolak Education Center in the Board Room. President Endres called the meeting to order at 7:03 p.m.

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

Endres moved approval of the agenda. Seconded by Baskin. 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 Beloit Memorial winter student athletes for exemplary seasons. The recognition of the Jazz Orchestra for selection into the Essentially Ellington Jazz Competition will be done at a later date.

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

Dorothy Harrell, 2284 Boulder Court, Wanda Sloan, 2709 N Robinson Drive and Martha Dunegan, 1935 S. Park Avenue all addressed the board regarding the superintendent search and the interim superintendent, Darrell Williams.

Interim Superintendent Williams introduced Anthony Bonds and Rachelle Elliott who gave the Ad Hoc Academic Achievement Committee update and literacy information, followed by Tasha Bell who gave the Equity update for the month. Tasha Bell also reported on the (E)Quality Committee Meeting.

Evelyn Mendoza, Student Representative, reported on student activities and concerns. The topics of the March Finance, Transportation and Property Committee meeting were not reviewed due to Cronin's absence. Klobucar reviewed the topics of the March Curriculum and Instruction Committee meeting. Baskin reviewed the topics of the February Special and March Regular Policy and Personnel Committee meetings.

Baskin moved approval of the consent list: 1) Special Board Meetings of February 26, March 13, March 14 and March 15, 2018; 2) Regular Business Meeting of February 26, 2018 and 3) Approval of the January Financial Summary. Seconded by Sanchez. The motion carried unanimously of the members present.

Baskin moved approval of the Craftspeople with Character course proposal for the 2018 Summer School session, the Foundations of Early Childhood Education course change proposal, and the Early Childhood Education II course change proposal. Seconded by Klobucar. Motion carried unanimously of the members present.

Charles moved approval of the addition of an hourly Literacy Interventionist for the remainder of the 2017-18 school year at Todd Elementary School. Seconded by Klobucar. Motion carried unanimously of the members present.

Charles moved approval of the revisions and layover of the additional offense codes add to the code of conduct, Policy 443/447, which are aligned with reporting requirement for the annual Pupil Nondiscrimination



Compliance Report and the Civil Rights Data Collection report for first reading. Seconded by Baskin. Motion carried unanimously of the members present.

Baskin moved approval of the revisions and layover of Policy 523.6 Identification Badges - Employee for first reading. Seconded by Sanchez. Motion carried unanimously of the members present.

Baskin moved to waive the first reading and final approval of the revisions to Policy 143 Official Board Representatives, 185 Standing board Committees, 185.1 Fiscal Committee (formerly Finance, Transportation and Property), 185.2 Student Committee (formerly Curriculum & Instruction) and 185.3 Staff Committee (formerly Policy/Personnel). Seconded by Klobucar. Motion carried unanimously of the members present.

Charles moved to waive the first reading and final approval of the addition of Policy 185.4 Infrastructure Committee as revised at the policy meeting. Seconded by Klobucar. Motion carried unanimously of the members present.

Charles moved to waive the first reading and final approval of the addition of Policy 185.5 Communication Committee. Seconded by Klobucar. Motion carried unanimously of the members present.

Baskin moved approval of the revisions of Policy 522.2 RULE 1 Guidelines for Reporting Employee Misconduct, 522.6 Sexual Harassment, and 522.6 RULE 1 Discrimination Complaint Procedures for final reading. Seconded by Sanchez. Motion carried unanimously of the members present.

Baskin moved approval of continuing to use the current exit interview tool and review again in six months. Seconded by Sanchez. Charles expressed concern with not doing anything with exit interview information and the cost of \$20,000 to replace, recruit and retrain each employee. Baskin stated the Policy committee members were comfortable with the processes as well as Sallis, HR Director. Baskin called the question. Endres clarified the cost of the exit interview firms. Baskin withdrew his calling of the question. The original motion carried 4-1-1 with Charles voting in the negative and Cronin absent.

Baskin moved approval of the personnel recommendations – Exhibit A recommended by the Personnel Committee. Charles requested that the recommendations be tabled until the special meeting reconvenes after this meeting. Klobucar seconded the motion. Charles made a point of order and asked if the two positions could be tabled until the special meeting is reconvened after this meeting and the rest of the personnel recommendations could be voted on. Endres stated she was going to move forward with the motion on the table, that further discussion and any action could be taken at the special meeting if needed. The motion carried 4-1-1 with Charles voting in the negative and Cronin absent.

There were no items requested for future meetings.

The meeting adjourned at 8:18 p.m.

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Michelle Shope, Board Secretary

Approved at the regular meeting of April 24, 2018

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Laurie Endres, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION  
SCHOOL DISTRICT OF BELOIT  
April 3, 2018**

The Board of Education held a special board meeting on April 3, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 5:02 p.m.

Members Present: Pam Charles, Shelly Cronin, Laurie Endres, Kris Klobucar and Wendy Sanchez.  
Members excused: Dennis Baskin Also present: Roger Price, Deetra Sallis, Jen Thompson, and Darrell Williams.

Klobucar moved approval of the agenda. Seconded by Charles. Motion carried unanimously of the members present. Charles moved approval of moving item 4.5, Plannign for Executive Director of Business Services Vacancy to 4.1 on the agenda. Seconded by Sanchez. Motin carried unanimously of the members present.

Dr. Williams explained that the timeline for Roger Price is reaching its 6 weeks. He shared a proposal to extend the timeline and is requesting approval. Price clarified that there are two proposals, one for the time extension, the other is for a roles and responsibilities for developing job descriptions for the position that he has been filling and those beneath his position. Members discussed the proposals and asked questions regarding each. Concerns or questions raised included additional time in the district.

Price explained the need for the proposal for the roles and responsibilities to assist the incoming person. Cronin moved that the Board of Education extend the WASB contract term from April 15 to June 30, 2018 for a maximum of \$25,000. Seconded by Sanchez. Motion carried unanimously of the members present

Klobucar discussed the additional proposal stating that she felt it would be a good tool for a new employee in the executive director role. Cronin shared her concern that she is torn. Charles felt that it was a good idea.

Charles moved approval of the WASB Organizational Services not to exceed \$7,500 unless mutually agreed. Seconded by Sanchez. Motion carried 4-1, with Cronin voting in the negative.

Miles Turner, School Exec Connect Consultant, reviewed the Search Process Calendar and highlighted items already done, including contacts made and one candidate interested in applying. He shared all of the places that the position has been posted: Education Week; School Exec Connect Website; Wisconsin Leadership Center (WASDA, etc.); AASA (National Superintendent Association); WECAN (worked with Sallis); ALAS (Association of Latino Administrators and Superintendents); NABSE (National Alliance for Black School Educators and Administrators). He stated they also imbedded the Visit Beloit video in the posting and feels this will help sell Beloit and the job.

Turner also reviewed the letter to Stakeholders.

Cronin moved approval of the letter to stakeholders. Seconded by Klobucar. Motion carried unanimously of the members present.

Members discussed the posting of the job and approved that the job was posted.

Cronin moved approval of moving forward with the position being posted. Seconded by Klobucar. Motion carried unanimously of the members present.

Members reviewed the Community Survey. It was discussed how it would be disseminated and the closing date of the survey was also discussed. Turner explained it would be available in various languages. Board members agreed to make the survey available in both English and Spanish.

Charles moved approval of the community survey. Seconded by Sanchez. Motion carried unanimously of the members present.

Turner explained the need for a board liaison, namely the board president. He also explained the need for a staff liaison, typically the Superintendent's administrative assistant.

Charles moved that Endres serve as the board liaison and Shope serve as the staff liaison. Seconded by Klobucar. Motion carried unanimously of the members present. Turner clarified that he is also working with Jenni Francis, Superintendent Secretary and Jen Thompson, Public Information Officer as necessary throughout the process.

Turner reviewed the community Engagement Process and the groups to be interviewed. Members asked clarifying questions regarding interviews and how the community will be utilized.

Endres adjourned the meeting at 7:12 p.m.

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Michelle Shope, Board Secretary

Approved at the Regular Business Meeting on April 24, 2018

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Laurie Endres, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION  
SCHOOL DISTRICT OF BELOIT  
April 10, 2018**

The Board of Education held a special board meeting on April 10, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 7:55 p.m.

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

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

Jen Paepke, RCAA Principal & Director of Student Engagement, provided an update on the Charter School. She gave information on wrapping up the school year, recruiting efforts for the future, moving into year 2 of the Summit Learning Platform, enhancing mental health supports, interventions, applying for Federal Charter School grant opportunities, and staffing.

Klobucar shared concerns with the recruiting efforts by parents that were not necessarily followed up by staff at the charter. Dr. Williams requested that the board approve another year to continue to work on the enrollment, try for the federal funding and allow Ms. Paepke to continue to work with the program and continue to make great strides. Endres would like to see funding for Charters be a larger conversation and what other opportunities can we create for other students who are struggling as well. Klobucar would like to see a comprehensive plan for all alternative/Charter schools.

Baskin moved approval of an extension of RCAA's Charter Contract, including increase in time for student services support based on enrollment, for the 2018-19 school year. Seconded by Klobucar. Motion carried unanimously of the members present.

Tina Goecks, Principal of BLA, reviewed the discussion at the last meeting and the additional steps. She shared meetings with Bosco and a three phase plan that was developed. Phase 1 is to finish the rest of this school year, Phase 2 would be summer planning/hiring and Phase 3 would be 2018-19 school year. Goecks reviewed items to be completed in Phase 1. She indicated that the hiring and summer planning would begin after graduation.

Baskin asked board members if the motion was a three phase process. He feels it was board pushed and is not sure administration agrees with the recommendations. He then asked Goecks if she was interviewed to which she indicated no, however she was already principal over RCAA. Baskin asked Williams if other principals have been allowed to ask for positions and how many students are attending BLA. Endres reminded board members that the request for Goecks to come before the board was a board request and that Baskin himself asked Goecks to bring a list of needs. Williams stated other principals have asked for assistant principals. Goecks stated BLA has never been treated, from its inception, like any other school. Charles asked Goecks what the most important thing is that BLA needs right now to finish the year. Goecks stated that the ELL/ELA position would be most important right now.

Baskin asked Buikema if this could be a precursor to something else. Buikema stated he would need all of the facts and if he were to provide advice to the board on a potentially sensitive topic, he would prefer to do so in closed session.

Endres stated the positions were approved outside of normal procedures and wants to ensure that that the board is okay with the approval. Baskin stated as a member of the board, he was uncomfortable with a

backdoor approach to try to stop a potential candidate, from a protected class, from securing a position recommended by administration. In addition, the board approved these positions and has been informed by legal counsel that Interim Superintendent, Dr. Williams was inbounds to make the temporary recommendation. Charles asked D. Williams what policy he was using to make his recommendation for the temporary hire. Williams stated he used 222.1 RULE 2 Compensation for Temporary Administrative Assignments. Charles stated that the policy is for someone to take on additional duties at a percentage increase in pay, not filling a vacancy of a brand new job.

Endres indicated she was going to move forward unless members had something new to discuss. She indicated that she would entertain a motion to go into closed session. Charles asked if Goecks could stay for closed session, personnel. Endres indicated no, since it's atypical. Charles asked Goecks to please stay until the board returned to open session. Baskin requested that the two new board members stay for closed session. There was some discussion as to whether that should be allowed since they were not sworn in. They were allowed to remain for closed session.

Cronin moved to convene the Board of Education into closed session pursuant to Section 19.85(1)(c) of the Wisconsin Statutes for the purpose of considering the employment, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and/or 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 did explain to the new board members that anything discussed in closed session must remain in closed session and that information discussed in closed session, if shared, would be prosecutable by law.

Buikema and Hartley provided a legal update to the board members.

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

Baskin moved approval of the personnel recommendation as recommended from the Policy/Personnel committee. Seconded by Sanchez. Motion carried roll call vote 6-0.

Sanchez moved that the claims of Milton Brown and Kathy Payne-Owens be disallowed. Seconded by Charles. Motion carried on a roll call vote 5-0-1 with Baskin abstaining.

Cronin moved approval of Terracon Consultants, Inc. to perform consultant environmental services as requested in the RFP for the district. Seconded by Klobucar. Motion carried unanimously of the members present.

Future items included the additional positions at BLA.

The meeting adjourned at 9:59 p.m.

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Michelle Shope, Board Secretary

Approved at the Regular Business Meeting on April 24, 2018

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Laurie Endres, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION  
SCHOOL DISTRICT OF BELOIT  
April 17, 2018**

The Board President, Laurie Endres, Vice President, Kris Klobucar and Board Secretary, Michelle Shope met with new board members, Kyle Larsen and David Wilson at 4:30 p.m. for a new member orientation.

After welcoming the new members, the discussion began with a review of board ethics, policies, Roberts's rules, committee and board structure, agenda setting, meetings, and how to request agenda items. Other areas covered included expulsions, financials, budget, legal counsel, communications with administration, staff, constituents and media as well as email and open records. Dr. Darrel Williams, Interim Superintendent was also present for the discussion.

New members were given new member packets with information to help them with their position as board members as well as Robert's Rules books and other materials provided by the Wisconsin Association of School Boards.

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Michelle Shope, Board Secretary

Approved at the Regular Business Meeting on April 24, 2018

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Laurie Endres, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION  
SCHOOL DISTRICT OF BELOIT  
April 17, 2018**

The Board of Education held a special board meeting on April 17, 2018 at the Kolak Education Center in Room 106. President Endres called the meeting to order at 5:41 p.m.

Members Present: Pam Charles, Shelly Cronin, Laurie Endres, Kris Klobucar and Wendy Sanchez.  
Incoming Members: Kyle Larsen and David Wilson. Members excused: Dennis Baskin. Also present: Darrell Williams.

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

Sanchez gave the official oath and swore in new members Wilson and Larsen. Members then discussed the declaration of interest compilation explaining to the new members the different committees, new committee structure and various community and public liaison positions that board members are appointed to serve on.

After much discussion, it was decided that the new committees would not hold meetings on the second Tuesday in May, rather the application for the committees would be sent out this week, applications would then come to the board on May 8<sup>th</sup> and nominations would be made so the committees could be formed. Once the committees are formed by selecting members, it is understood that they will hold an organizational meeting to determine what day and time they will meet and how often they feel they will need to meet. Any pressing board business will come directly to the board in May and the committees will hold their first meetings with business items in June.

Endres adjourned the meeting at 7:02 p.m. with no action taken.

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Michelle Shope, Board Secretary

Approved at the Regular Business Meeting on April 24, 2018

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Laurie Endres, President



***I. BASIC INFORMATION***

**Topic or Concern:** Approval of February Financial Summary

**Which strategy in the Strategic Plan does this support?**

**Your Name and Title:** Roger Price, Consultant

**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 February, 2018.

**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:**



OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
280	INTEREST ON INV			-3,712.65	-138.92	
291	GIFTS			49,475.60	257,968.30	
299	MISCELLANEOUS R			2.72	196,301.71	
2--	REVENUE FROM LO			45,765.67	454,131.09	
---				45,765.67	454,131.09	
125	STUDENT WORKER				30.81	
141	TEACHER OTHER S				105.25	
1--	SALARIES				136.06	
212	EMPLOYER'S RETI				6.32	
220	SOCIAL SECURITY				9.63	
2--	EMPLOYEE BENEFI				15.95	
310	PERSONAL SERVIC			3,804.91	10,159.73	
320	PROPERTY SERVIC			1,676.00	6,986.77	
341	PUPIL TRAVEL			2,523.10	7,862.90	
345	PUPIL LODGING &				616.00	
351	ADVERTISING			514.50	514.50	
354	PRINTING/BINDIN			10.00	805.00	
3--	PURCHASED SERVI			8,528.51	26,944.90	
411	GENERAL SUPPLIE			11,559.58	46,138.94	
415	FOOD SUPPLIES			8,170.06	28,306.31	
420	APPAREL			4,565.48	35,916.02	
430	INSTRUCTIONAL M				7,909.31	
449	OTHER NON-CAPIT				19,511.27	
4--	NON-CAPTIAL OBJ			24,295.12	137,781.85	
553	EQUIPMENT PURCH				3,435.50	
5--	CAPITAL OBJECTS				3,435.50	
940	DUES AND FEES			1,719.00	11,824.25	
990	MISCELLANEOUS				300.00	
9--	OTHER OBJECTS			1,719.00	12,124.25	
---				34,542.63	180,438.51	
Grand Revenue T				45,765.67	454,131.09	
Grand Expense T				34,542.63	180,438.51	
Grand Totals				11,223.04	273,692.58	
Profit					Profit	

Number of Accounts: 390

**Board Report Summary  
February 2018**

<u>Fund</u>	<u>Description</u>	<u>Revenue</u>	<u>Expense</u>	<u>Net Change</u>
Fund 10 & 27	General Fund & Special Ed	1,779,161.62	6,865,074.75	(5,085,913.13)
Fund 21	Donation	45,765.67	34,542.63	11,223.04
Fund 38 & 39	Debt Service	5,468.97	-	5,468.97
Fund 50	Food Service	(21,884.96)	468,968.70	(490,853.66)
Fund 60	Student Activities	(1,212.48)	(2,758.34)	1,545.86
	<b>Total Revenue &amp; Expense</b>	<b>\$ 1,807,298.82</b>	<b>\$ 7,365,827.74</b>	<b>\$ (5,558,528.92)</b>

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

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President

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Secretary

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 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		12,882.48	64.41
244	PYMTS FOR SERVI	63,244.00	63,244.00		20,956.33	33.14
262	RESALE OF OBJEC			7,796.70	53,794.97	
271	ADMISSIONS	50,900.00	50,900.00	3,554.00	23,523.56	46.22
279	OTHER SCHOOL AC	8,400.00	8,400.00		6,080.00	72.38
280	INTEREST ON INV	70,000.00	70,000.00	62,534.67	143,185.93	204.55
291	GIFTS		8,508.00		23,439.28	275.50
292	STUDENT FEES	128,382.00	128,382.00	2,179.14	104,397.33	81.32
293	RENTALS	21,400.00	21,400.00	1,204.78	8,985.47	41.99
297	STUDENT FINES	901.00	901.00	55.00	114.46	12.70
2--	REVENUE FROM LO	10,917,308.00	10,925,816.00	77,324.29	10,951,440.81	100.23
343	CO-CURRICULAR A		3,800.00		3,589.12	94.45
345	GENERAL TUITION	1,057,200.00	1,057,200.00			
348	TRANSP FEES FRO	41,800.00	41,800.00	6,151.22	24,286.35	58.10
3--	INTERDISTRICT P	1,099,000.00	1,102,800.00	6,151.22	27,875.47	2.53
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	418,828.00	1,675,314.00	57.77
612	TRANSPORTATION	30,000.00	30,000.00		30,140.00	100.47
613	LIBRARY AID STA	258,264.00	283,667.00			
618	BILINGUAL/BICUL	192,960.00	192,960.00	175,507.27	175,507.27	90.96
621	EQUALIZATION AI	61,058,396.00	61,038,752.00		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		3,695.61	5.18
650	SAGE PROGRAM RE	2,734,378.00	3,497,567.00	1,042,200.00	2,084,400.00	59.60
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	72,046,934.00	1,636,535.27	27,968,949.88	38.82
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		184,923.53	88.65
730	FED SPECIAL PRO	2,924,474.00	3,147,776.00		1,256,904.75	39.93
751	EASA TITLE I	1,826,268.00	3,289,333.00		970,117.43	29.49
780	FED REV THRU ST	900,000.00	900,000.00	49,416.58	160,181.01	17.80
799	OTHER FEDERAL R	40,000.00	40,000.00	3,311.85	34,041.39	85.10
7--	REVENUE FROM FE	6,048,058.00	7,734,425.00	52,728.43	2,606,504.51	33.70
861	EQUIPMENT SALES				14,359.47	
8--	OTHER FINANCING				14,359.47	

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 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	374.69	7,924.45	9.32
972	PROPERTY CHARGE				1,630.42	
989	OTHER MEDICAL	3,000.00	3,000.00	442.00	1,976.00	65.87
990	MISCELLANEOUS R	40,390.00	130,390.00	5,605.72	82,522.86	63.29
9--	OTHER REVENUES	128,390.00	218,390.00	6,422.41	98,535.08	45.12
---		98,668,246.00	101,217,869.00	1,779,161.62	41,667,665.22	41.17
111	TEACHER SALARY	29,703,254.00	30,054,081.00	2,255,611.08	14,820,536.66	49.31
112	ADMINISTRATOR S	3,506,989.00	3,506,400.00	266,983.30	2,160,667.74	61.62
114	ADMIN ASST SALA	1,418,849.00	1,430,099.00	108,049.42	877,426.27	61.35
115	CLERICAL SALARY	1,136,278.00	1,135,720.00	87,132.49	728,954.37	64.18
116	INSTRUCTIONAL S	1,171,130.00	1,171,130.00	93,783.26	612,110.65	52.27
117	COORDINATOR SAL	76,590.00	76,590.00	5,891.50	56,661.27	73.98
118	PARA PROFESSION	2,220,826.00	2,243,178.00	166,101.19	1,175,525.27	52.40
119	CUST/MAINT SALA	143,520.00	143,520.00	11,179.20	95,093.07	66.26
120	CROSSING GUARD	51,953.00	51,953.00	4,819.73	28,605.66	55.06
122	MONITOR/NOON HR	5,000.00	5,000.00	369.84	2,694.75	53.90
123	INTERN SALARY	4,500.00	4,500.00		4,500.00	100.00
124	TUTOR SALARY	75,654.00	95,654.00	8,639.28	51,236.02	53.56
125	STUDENT WORKER	6,000.00	6,000.00	288.00	2,125.31	35.42
132	EVENT WORKER SA	28,840.00	29,320.00	3,485.00	14,030.00	47.85
133	ADDENDUM SALARY	828,814.00	852,924.00	59,510.36	467,255.84	54.78
135	TEACHER SPEC ED	2,000.00	2,000.00	20.97	316.03	15.80
136	TEACHER ADDL CL	42,200.00	42,200.00	7,916.14	26,476.76	62.74
141	TEACHER OTHER S	445,000.00	976,912.00	69,269.84	459,783.85	47.07
142	ADMIN ADDTL PAY				6,675.69	
144	ADMIN ASST ADDL	11,420.00	10,140.00	1,248.78	17,083.48	168.48
145	CLERICAL ADDL/O	24,720.00	30,985.00	1,721.32	19,920.93	64.29
146	INST SUPPORT AD	8,100.00	29,714.00	2,315.34	18,696.34	62.92
148	PARA ADDL/OVTM	51,370.00	112,455.00	12,095.74	72,411.01	64.39
149	CUST/MAINT OVTM		850.00	29.12	471.66	55.49
171	SUB TEACHER	922,285.00	971,154.00	64,901.16	400,003.80	41.19
172	SUB SECURITY	50,000.00	50,000.00	5,469.66	31,894.64	63.79
174	SUB CLERICAL SA	26,375.00	30,576.00	1,501.21	23,285.69	76.16
175	SUB AIDE SALARY	210,240.00	214,542.00	15,056.27	89,103.06	41.53
178	SUB CROSSING GU	2,000.00	2,000.00		8.44	0.42
179	SUB NURS/HRA	7,000.00	7,658.00	1,715.57	13,464.44	175.82
181	TEMP/SEASONAL S		7,000.00	286.96	5,949.91	85.00
182	BOARD OF ED SAL	39,900.00	39,900.00	2,850.00	26,125.00	65.48
1--	SALARIES	42,220,807.00	43,334,155.00	3,258,241.73	22,309,093.61	51.48
212	EMPLOYER'S RETI	2,831,306.00	2,938,327.00	206,825.12	1,474,646.00	50.19
218	OPEB	2,413,931.00	2,424,571.00	153,827.11	1,035,066.17	42.69
220	SOCIAL SECURITY	3,190,794.00	3,336,829.00	242,410.36	1,666,760.89	49.95
230	LIFE INSURANCE	64,717.00	64,297.00	4,907.47	33,222.86	51.67
242	HEALTH INSURANC	10,399,458.00	10,411,978.00	796,173.56	5,271,650.42	50.63
243	DENTAL INSURANC	883,628.00	883,410.00	68,412.10	451,569.96	51.12
245	HSA	1,507,014.00	1,511,277.00	10,850.00	1,583,978.88	104.81
251	INCOME PROTECT	112,627.00	112,185.00	8,474.13	57,460.97	51.22
290	OTHER EMPLOYEE	75,000.00	75,000.00		30,498.20	40.66
291	COLLEGE CREDIT	65,000.00	65,000.00	6,872.82	-23,286.63	-35.83
297	EMPLOYEE PHYSIC	37,000.00	37,000.00	6,032.06	12,283.99	33.20
298	MEMBERSHIPS	25,000.00	25,000.00	1,167.00	21,800.50	87.20

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
2--	EMPLOYEE BENEFIT	21,605,475.00	21,884,874.00	1,505,951.73	11,615,652.21	53.08
310	PERSONAL SERVICE	1,846,621.00	2,042,368.00	208,906.00	1,552,616.65	76.02
320	PROPERTY SERVICE	8,889,063.00	8,416,105.00	1,164,616.05	4,947,897.96	58.79
331	GAS FOR HEAT	366,800.00	367,300.00	59,502.91	191,081.53	52.02
336	ELECTRIC OTHER	862,800.00	861,900.00	74,988.64	547,707.95	63.55
337	WATER SERVICES	29,200.00	32,500.00	2,598.99	25,728.67	79.17
338	SEWERAGE SERVICE	61,350.00	61,250.00	3,352.74	22,195.05	36.24
339	STORM WATER	36,678.00	36,678.00	2,721.60	21,755.34	59.31
341	PUPIL TRAVEL	2,243,719.00	2,201,240.00	231,779.51	1,141,570.15	51.86
342	EMPLOYEE TRAVEL	246,403.00	296,318.00	9,054.24	203,742.21	68.76
348	VEHICLE FUEL	144,900.00	157,900.00	16,636.94	63,803.34	40.41
351	ADVERTISING	25,050.00	25,762.00	893.85	10,108.42	39.24
353	POSTAGE	54,570.00	54,340.00	7,269.94	36,027.37	66.30
354	PRINTING/BINDING	45,703.00	47,103.00	3,174.77	29,760.32	63.18
355	TELEPHONE/TELEGRAPH	81,363.00	81,675.00	4,937.56	38,565.41	47.22
358	ON-LINE COMMUNICATIONS	177,970.00	188,370.00	14,867.73	160,873.23	85.40
360	DATA PROCESSING	28,000.00	28,000.00	2,145.00	17,160.00	61.29
370	EDUCATIONAL SERVICES	633,000.00	703,000.00	91,543.59	554,692.62	78.90
381	PAYMENTS TO MUNICIPALITY	231,578.00	231,578.00	2,817.63	13,030.86	5.63
382	PAYMENTS TO WISCONSIN	4,635,903.00	4,663,158.00			
385	PAYMENT TO COUNCIL	18,462.00	18,462.00		0.72	0.00
386	PAYMENTS TO CES	207,974.00	209,265.00	12,560.70	96,689.66	46.20
387	PAYMENTS TO STATE	680,492.00	680,492.00		5,546.58	0.82
389	PAYMENTS TO VTA	60,000.00	60,000.00		3,872.94	6.45
3--	PURCHASED SERVICES	21,607,599.00	21,464,764.00	1,914,368.39	9,684,426.98	45.12
411	GENERAL SUPPLIES	1,085,947.00	1,200,921.00	65,456.00	574,459.34	47.83
415	FOOD SUPPLIES	85,544.00	116,880.00	7,272.07	47,025.89	40.23
420	APPAREL	15,480.00	27,212.00	1,348.49	27,227.64	100.06
430	INSTRUCTIONAL MATERIAL	558,503.00	855,221.00	15,300.17	457,757.70	53.53
435	INSTRUCTIONAL C	4,760.00	4,760.00			
446	TOOLS AND IMPLEMENTS	1,000.00	712.00			
449	OTHER NON-CAPITAL	205,187.00	413,868.00	21,942.66	304,179.16	73.50
452	RESALE EXPENDITURE			9,519.91	46,899.36	
470	TEXTBOOKS	1,069,140.00	906,077.00	2,397.88	202,102.28	22.31
480	NON-INSTRUCTION	247,911.00	317,104.00	1,118.50	377,469.30	119.04
490	NON-INSTR NON-C	1,769.00	8,043.00		2,771.75	34.46
4--	NON-CAPITAL OBJECTS	3,275,241.00	3,850,798.00	124,355.68	2,039,892.42	52.97
517	RENTAL	500.00	500.00			
537	BUILDING RENTAL	58,000.00	58,000.00	6,921.92	52,886.70	91.18
551	EQUIPMENT PURCHASE	69,190.00	105,585.00	3,188.00	76,703.13	72.65
553	EQUIPMENT PURCHASE	96,761.00	207,761.00	8,428.60	326,452.60	157.13
571	EQUIPMENT RENTAL	75,710.00	95,823.00	14,049.84	91,492.18	95.48
572	VEHICLE RENTAL	200.00	200.00			
5--	CAPITAL OBJECTS	300,361.00	467,869.00	32,588.36	547,534.61	117.03
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 LIABILITIES	82,620.00	82,620.00		83,817.00	101.45

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
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	212,783.00	94.78
720	JUDGEMENTS AND	14,908.00	14,908.00		14,908.00	100.00
730	UNEMPLOYMENT CO	20,000.00	20,000.00	689.97	4,345.19	21.73
7--	INSURANCE AND J	495,571.00	495,571.00	20,870.97	469,404.19	94.72
827	SP ED INTERFUND	9,174,504.00	9,174,504.00			
846	CAP TRUST TFR				100.00	
899	CO-OP TRANSFER	16,452.00	16,452.00			
8--	TRANSFERS	9,190,956.00	9,190,956.00		100.00	0.00
940	DUES AND FEES	137,670.00	179,537.00	8,697.89	134,891.24	75.13
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	357,375.00	8,697.89	152,144.05	42.57
---		100,068,377.00	102,077,221.00	6,865,074.75	47,849,105.48	46.88
	Grand Revenue T	98,668,246.00	101,217,869.00	1,779,161.62	41,667,665.22	41.17
	Grand Expense T	100,068,377.00	102,077,221.00	6,865,074.75	47,849,105.48	46.88
	Grand Totals	1,400,131.00	859,352.00	5,085,913.13	6,181,440.26	719.31
		Loss	Loss	Loss	Loss	

Number of Accounts: 6701

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 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	5,468.97	13,486.09	245.20
2--	REVENUE FROM LO	5,386,144.00	5,386,144.00	5,468.97	5,485,637.09	101.85
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	5,468.97	5,562,728.69	102.12
675	LONG TERM BONDS	3,543,875.00	3,577,223.00		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		1,461,941.37	26.87
---		5,440,519.00	5,440,519.00		1,461,941.37	26.87
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	Grand Revenue T	5,447,014.00	5,447,014.00	5,468.97	5,562,728.69	102.12
	Grand Expense T	5,440,519.00	5,440,519.00		1,461,941.37	26.87
	Grand Totals	6,495.00	6,495.00	5,468.97	4,100,787.32	63,137.60
	Profit		Profit	Profit	Profit	

Number of Accounts: 15

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
251	PUPIL	6,000.00	6,000.00	3,967.05	24,479.98	408.00
252	ADULT	43,762.00	43,762.00	464.05	3,059.14	6.99
259	OTHER FOOD SERV	25,000.00	25,000.00		46.15	0.18
280	INTEREST ON INV	30,000.00	30,000.00	-40,664.58	-943.11	-3.14
2--	REVENUE FROM LO	104,762.00	104,762.00	-36,233.48	26,642.16	25.43
714	DONATED COMMODI	240,000.00	240,000.00			
717	FOOD SERVICE AI	4,668,115.00	4,668,115.00		2,000,302.66	42.85
730	FED SPECIAL PRO			14,288.52	95,121.30	
7--	REVENUE FROM FE	4,908,115.00	4,908,115.00	14,288.52	2,095,423.96	42.69
861	EQUIPMENT SALES				11,832.00	
8--	OTHER FINANCING				11,832.00	
990	MISCELLANEOUS R			60.00	60.00	
9--	OTHER REVENUES			60.00	60.00	
---		5,012,877.00	5,012,877.00	-21,884.96	2,133,958.12	42.57
112	ADMINISTRATOR S	14,087.00	14,087.00	1,083.58	9,210.45	65.38
122	MONITOR/NOON HR		25,000.00	2,998.74	20,236.33	80.95
141	TEACHER OTHER S		5,000.00		959.39	19.19
1--	SALARIES	14,087.00	44,087.00	4,082.32	30,406.17	68.97
212	EMPLOYER'S RETI	958.00	2,958.00	273.49	2,059.04	69.61
218	OPEB	738.00	738.00	56.78	503.18	68.18
220	SOCIAL SECURITY	1,077.00	3,377.00	301.77	2,250.68	66.65
230	LIFE INSURANCE	23.00	23.00	1.78	16.38	71.22
242	HEALTH INSURANC	2,303.00	2,303.00	177.16	1,499.14	65.10
243	DENTAL INSURANC	183.00	183.00	14.06	119.51	65.31
245	HSA	360.00	360.00		360.00	100.00
251	INCOME PROTECT	40.00	40.00	3.10	28.46	71.15
2--	EMPLOYEE BENEFI	5,682.00	9,982.00	828.14	6,836.39	68.49
310	PERSONAL SERVIC	4,061,741.00	4,071,741.00	403,931.35	1,705,592.95	41.89
320	PROPERTY SERVIC	757,410.00	689,535.00	33,485.00	176,820.11	25.64
336	ELECTRIC OTHER	38,475.00	38,475.00		24,739.27	64.30
348	VEHICLE FUEL		3,000.00	338.79	1,853.90	61.80
351	ADVERTISING		75.00		287.09	382.79
354	PRINTING/BINDIN		500.00		586.65	117.33
3--	PURCHASED SERVI	4,857,626.00	4,803,326.00	437,755.14	1,909,879.97	39.76
411	GENERAL SUPPLIE		20,000.00	2,423.79	5,025.55	25.13
415	FOOD SUPPLIES	260,000.00	260,000.00			
449	OTHER NON-CAPIT				5,818.00	
4--	NON-CAPTIAL OBJ	260,000.00	280,000.00	2,423.79	10,843.55	3.87
551	EQUIPMENT PURCH				13,981.81	
553	EQUIPMENT PURCH			23,851.80	89,986.80	



OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
5--	CAPITAL OBJECTS			23,851.80	103,968.61	
940	DUES AND FEES			27.51	5,775.64	
9--	OTHER OBJECTS			27.51	5,775.64	
---		5,137,395.00	5,137,395.00	468,968.70	2,067,710.33	40.25
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	Grand Revenue T	5,012,877.00	5,012,877.00	-21,884.96	2,133,958.12	42.57
	Grand Expense T	5,137,395.00	5,137,395.00	468,968.70	2,067,710.33	40.25
	Grand Totals	124,518.00	124,518.00	490,853.66	66,247.79	-53.20
		Loss	Loss	Loss	Profit	

Number of Accounts: 62

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

OBJ	OBJ	2017-18 Original Budget	2017-18 Revised Budget	February 2017-18 Monthly Activity	2017-18 FYTD Activity	2017-18 FYTD %
280	INTEREST ON INV			-1,212.48	68.13	
2--	REVENUE FROM LO			-1,212.48	68.13	
---				-1,212.48	68.13	
990	MISCELLANEOUS			-2,758.34	-93,986.22	
9--	OTHER OBJECTS			-2,758.34	-93,986.22	
---				-2,758.34	-93,986.22	
				Grand Revenue T	-1,212.48	68.13
				Grand Expense T	-2,758.34	-93,986.22
				Grand Totals	1,545.86	94,054.35
					Profit	Profit

Number of Accounts: 55

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



***I. BASIC INFORMATION***

**Topic or Concern:** CESA 2 Contract

**Which strategy in the Strategic Plan does this support?** Strategy 1-Finance/Facilities

**Your Name and Title:** Roger Price, Consultant

**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 District contracts with CESA 2 for a variety of Audiology, Professional Development and Special Education Services.

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

The services identified by the service agreement are important components of service delivery and are believed to be a cost-effective manner of delivery. The contract price for 2018-19 is \$103,338.65

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

Please see attached list of contract services for the 2018-19 school year.

**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 CESA 2 services contract for the 2018-19 school year.

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

**Long Term Committed Funds?** No

**BUDGET LOCATION:** Individual Budget Managers will include in their 2018-19 budget:  
801 - \$5,318.65  
770 - \$98,020.00

**FISCAL IMPACT:** \$103,338.65



## 2018-2019 Contract

This contract made in duplicate between the Board of Control of Cooperative Educational Service Agency 2 (CESA 2) and Local Educational Agency (LEA).

WHEREAS CESA 2 has been authorized to provide services for valuable consideration to school districts on a cooperative basis and has been authorized to enter into and approve service contracts with local school districts, county boards of supervisors and other cooperative educational service agencies as provided in Chapter 116, Wis. Stats.

NOW, THEREFORE, CESA 2 hereby agrees to provide to the LEA, services to be performed by legally qualified personnel. Information pertaining to each service to be performed is included in the CESA 2 Catalog of Services.

CESA 2 agrees to make payments to the personnel providing the services and to remit to the authorized governmental or private agencies such amounts for which salary deductions are required or authorized.

CESA 2 agrees to forward federal and/or state funds, which are due the LEA, as soon as possible after the receipt of said funds.

LEA agrees to pay for services rendered as follows:

\*for services costing \$18,000.00 or less annually per line item, in one payment to be made in July.

\*for services costing more than \$18,000.00 annually per line item, in tri-annual payments to be made in July, November and March.

All billings from CESA 2 will be on budgeted estimated costs, except the last billing which shall reflect the net actual costs of the service. (If all billings and payments are based on estimated costs, any overpayments or underpayments will be refunded or paid no later than 60 days from the closing of the fiscal year.)

Transportation of children, if any, will be furnished by each school district.

The LEA agrees to reimburse CESA 2 for its proportionate share of costs of the services provided under this contract including without limitation because of enumeration, unemployment insurance, litigation expense, collective bargaining and monetary awards of courts and agencies but no Board of Control may levy any taxes as per Sec. 116.03(4).

In witness whereof, the parties have set their hands this day and year written below.

**Cooperative Educational Service Agency 2**  
**1221 Innovation Drive, Suite 205**  
**Whitewater, WI 53190**

\_\_\_\_\_  
Nancy Thompson, Chairperson, CESA 2 Board of Control

\_\_\_\_\_  
Dan Hanrahan, Secretary, CESA 2 Board of Control

School District of Beloit \_\_\_\_\_, 2018

\_\_\_\_\_  
Authorized Signature for School District



## 2018-2019 Contract for Audiology Services

**Beloit  
School District**

Student	Direct Service (units)	IEP or 504 (units)	Evaluation (units)	Consult IEP (units)	Consult 504 (units)	Equipment Management IEP (units)	Equipment Management 504 (units)	FM Trial (units)	Inservice (units)	FM Fitting (units)	Total Service (units)
	4	3	0	6	0	10	0	0	3	0	26
	4	3	0	6	0	10	0	0	3	0	26
	4	3	0	6	0	10	0	0	3	0	26
	4	3	0	6	0	10	0	0	3	0	26
	4	3	0	6	0	10	0	0	3	0	26
	4	3	0	6	0	10	0	0	3	0	26
											0
Total Units											156
Unit Cost											\$85
Total Cost											\$13,260

Districts are given the option of purchasing services with local Fund 10 dollars and / or IDEA Entitlement Funds.

Please indicate how service will be purchased: \_\_\_\_\_ Federal Dollars \_\_\_\_\_ Local Hard Dollars (check one or both)

District Administrator Signature \_\_\_\_\_ Date \_\_\_\_\_

MKG	03/08/18
ACCT #	105-670

Director of Special Education / Designee Signature *Emily G. [Signature]* Date 3/19/18



**Beloit**  
**School District**

Student	Service	Service (units)	IEP (units)	Evaluation (units)	Consultation (units)	Prep Time (units)	Inservice (units)	Total Service (units)
	60 min/mo	18	7	4	14	6	3	52
	10 min/wk	12	7	0	10	4	3	36
	40 min/wk	48	7	4	36	16	3	114
	45 min/mo	14	7	0	11	5	3	40
	60 min/mo	18	7	4	14	6	3	52
	60 min/mo	18	7	4	14	6	3	52
	45 min/mo	14	7	4	11	5	3	44
	30 min/wk	36	7	0	27	12	3	85
	45 min/mo	14	7	0	11	5	3	40
	30 min/wk	36	7	0	27	12	3	85
	40 min/mo	12	7	0	10	4	3	36
	30 min/wk	36	7	0	27	12	3	85
	20 min/wk	24	7	4	18	8	3	64
	30 min/mo	9	7	0	10	3	3	32
	30 min/mo	9	7	0	10	3	3	32
	45 min/mo	14	7	0	11	5	3	40
	15 min/qtr	2	7	0	10	1	3	23
	30 min/qtr	4	7	4	10	1	3	29
	40 min/mo	12	7	0	10	4	3	36
	20 min/mo	6	7	0	10	2	3	28
	60 min/mo	18	7	0	14	6	3	48

								0
Total Units								1053
Unit Cost								\$70
Total Cost								\$73,710

Districts are given the option of purchasing services with local Fund 10 dollars and / or IDEA Entitlement Funds.

Please indicate how service will be purchased: \_\_\_\_\_ Federal Dollars \_\_\_\_\_ Local Hard Dollars (check one or both)

District Administrator Signature \_\_\_\_\_ Date \_\_\_\_\_

MKG	03/12/18
ACCT #	105-677

Director of Special Education / Designee Signature Emily Leh Date 3/19/18



Beloit Sch Dist

General Services				
Service	Catalog of Services Pg.	Fee	2017-18 Service	Check to Add
Administration	13	\$5,318.65		X
Regional Liaisons	14	Included		
CESA Purchasing	88	Included		
Dialogue with Attorney	15	\$850.00		
Driver Education	16	**		
Innovative Student Loan Solutions	19	Included		
School Nutrition Program	21	\$150 - \$450		
Integrated Programs and Services				
Curriculum and Coaching Center of Excellence				
Service	Catalog of Services Pg.	Fee	2017-18 Services	Check to Add
Assistive Technology Academy	32	\$3,350.00		
Assistive Technology Library	33	\$3,220.00		
Co-Teaching	34			
Early Learning Services	35	Included		
Effective Practices †	36		X	
Literacy Services	37			
New Teacher Mentor Project	38			
Professional Resource Center (PRC)	39	\$7,550.00	X	X
Language and Culture Center of Excellence				
Service	Catalog of Services Pg.	Fee	2017-18 Services	Check to Add
English Language Learners (ELL) Network	44			
Professional Development	45			
Program Evaluation	46			
Title III Consortium	47			
Digital Learning Center of Excellence				
Service	Catalog of Services Pg.	Fee	2017-18 Services	Check to Add
Digital Learning	46			
Digital Leadership for Principals	48	\$1,500.00		



Library Media Specialist/EdTech Coach Community of Practice	47	\$1,500.00		
Technology Leader Community of Practice	47	\$1,500.00		

Shared Staffing Services Center of Excellence				
Service	Catalog of Services Pg.	Fee	2017-18 Services	Check to Add
Educational Audiology	52	\$13,260.00	X	X
Occupational Therapy	56	\$90/unit		
Physical Therapy	57	\$90/unit		
Services for Students who are Blind or Visually Impaired	58	\$70/unit		
Orientation & Mobility	58	\$70/unit		
Services for Students who are Deaf or Hard of Hearing	60	\$73,710.00	X	X
Speech-Language Pathology	62	\$90/unit		

Data and Systems Analysis Center of Excellence				
Service	Catalog of Services Pg.	Fee	2017-18 Services	Check to Add
Alternative Compensation Planning	64			
Assessment Review and Assessment Implementation Supports	65			
District Assessment Coordinator (DAC) Network	66	Included		
Leadership Team Coaching	67			
System Support and Data Analysis	68			
Systems Review Process	69			
WISExplore/WISEdash	70			
WISEsupport	71	Included		

Integrated Systems and Implementation Science Center of Excellence				
Service	Catalog of Services Pg.	Fee	2017-18 Services	Check to Add
Educator Effectiveness	73			
Multi-Level System of Support Network	75			
Regional Service Network (RSN)	76	Included		
Site Specific Technical Assistance	77			
Special Education Consultation	78			
Title I Statewide Network	79	Included		
Transition Advisory Network	80	\$3,500.00	X	X
Transition - Professional Development	81			
Parent - Educator Network (WSPEI)	82	Included		

\*\* Please contact program director for pricing.

† Discounted days on retainer are available for pre-purchase at \$950/day for four days or \$850/day for ten or more days. In the "Check to Add" column, indicate number of retainer days you are adding to the package. Additional retainer days must be purchased via annual contract or individual service agreement prior to June 1st.

### **Pre-Purchased Professional Development Retainer**

*Please indicate the number of days you would like to pre-purchase on retainer and the general focus of the professional development you would like. The number of retainer days used will be a combination of consultant delivery and consultant design time for the customized professional developed for your district.*

\_\_\_\_\_  
District Administrator or designee's signature

\_\_\_\_\_  
Date

Purchase order number:

**Please return to: [marlene.gerstner@cesa2.org](mailto:marlene.gerstner@cesa2.org) or fax: 262.472.2269**



## **Memo of Understanding - Shared Staffing Services March, 2018**

### **DISTRICT:**

1. Districts should provide the following information to CESA 2 shared staff by August 5th:
  - a. Caseload
  - b. Access to IEPs and login to school district software system if provided by district
  - c. List of case/IEP managers for students
  - d. Contact information for case/IEP managers and administrators
  - e. Student schedules
  - f. School Calendar
2. CESA 2 administrators, shared staff, and district administrators will determine caseload size prior to the beginning of the school year. When caseload limits are exceeded or anticipated to be exceeded, districts will contact CESA 2 administration.
3. Districts will inform CESA 2 shared staff of check in/out for procedures when in district.
4. Districts will inform CESA 2 shared staff of all expectations, policies, procedures for the district before school sessions begin.
5. Districts will notify itinerants and receive confirmation of notification when new students move into district or are added to shared staff caseload.
6. Districts will provide 24 hour notice when a change in shared staff schedule(s) occur (e.g. field trips, assemblies).
7. Districts will provide 60 day notice for evaluations to allow shared staff time to assess students and analyze results.
8. Districts will provide 30 day notice when scheduling IEPs.
9. Districts will make attempts to schedule IEPs on days when shared staff are in district and as accommodates all other team members.
  - a. When meetings are scheduled on days when the shared staff member(s) are not in district, permission for the team member to be absent should be completed and the shared staff member will provide written information for the team one week prior to the IEP meeting.
  - b. Shared staff members **MUST** be present at IEP team meetings to discuss evaluation results and/or when services will be added or dropped.
10. Districts will direct questions about billing, caseload size, and contracts to the shared service coordinator, not individual service providers.
11. Districts will share the information outlined in this document with necessary staff members (e.g. case/IEP managers, school psychologists, counselors, principals, etc.)



**CESA 2:**

1. CESA 2 shared staff will work with district staff to determine a schedule of service time that meets the needs of the students as per their IEPs.
2. CESA 2 shared staff will perform all duties (evaluation, intervention, progress notes, and consultation) as outlined in the student's IEP.
3. CESA 2 shared staff will inform district personnel (school office, case managers) when he/she will be absent and arrange for compensatory time. Shared staff will not be responsible for providing compensatory service time when a student is absent or when the shared staff member was not provided with at least 24 hour notice of a change in schedule.
4. CESA 2 shared staff will communicate with case managers and provide/share all communication through/with them.
5. CESA 2 shared staff will communicate through case/IEP managers and provide case managers with information necessary to complete IEPs:
  - a. Shared Staff with Access to SoftWare IEP system: Shared staff will enter information into the IEP
  - b. Shared Staff without Access to SoftWare IEP system: Shared staff will send IEP information to the case/IEP manager with the understanding that the case/IEP manager will enter the information via copy/paste without changing the wording set forth by the shared staff member (unless approved by shared staff consultation)
6. Shared staff will provide services on site. They will not transport students in their own vehicles.



***I. BASIC INFORMATION***

**Topic or Concern:** 60 Fund Student Activity Groups

**Which strategy in the Strategic Plan does this support?**

**Your Name and Title:** Roger Price, Consultant

**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 of Education approves all 60 fund activity accounts.

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

Each club is asked to provide an extra-curricular activity information sheet explaining the purpose and goal of the student activity. A summary, listed by school of 2 new 2017-18 student activities is attached for your review.

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

Board policy states that student activity clubs must be approved.

**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 attached student activity groups for the 2017-18 school year, as presented.

**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:**



# **2017-2018 Student Activities Summaries**

## **Revised: 4/3/2018**

### **CUNNINGHAM**

#### **LULAC JR (New)**

Purpose: Students will collaborate, to work on developing skills on unity and leadership.

### **HACKETT**

#### **MEO (New)**

Purpose: To help our students become our future leaders. To help improve both our school and non-school communities.



# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Academic Achievement Ad Hoc Committee Proposals

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

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

**Others assisting you in the presentation:** Ad Hoc Academic Achievement Committee  
Members

**My report is for:** Action

## *II. TOPICAL INFORMATION*

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

The ad hoc committee has been working for a year and through its work and research has developed several recommendations along the way for district implementation.

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

Please see the attached recommendations that have been prepared for action.

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

The ad hoc committee has provided research based information, recommendations and rationales on the attached recommendation forms along with best practices where applicable. The request is for the full Board of Education to consider each recommendation for acceptance.

### **D. What are your conclusions?**

While the ad hoc committee has not completed its work, it has made great progress and will be putting together a full plan for full board approval in the near future. These are areas that the ad hoc members felt could be recommended and implemented sooner rather than later to begin making overall strides in academic achievement.

**MOTION:** The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education of the development of a district-wide Volunteer Program starting with a Lead and Hub Coordinator. Two full-time positions.

The administration and Ad Hoc Academic Achievement Committee recommend approval to the full Board of Education to create a Comprehensive District Plan that includes: the Code of Conduct, rights and responsibilities, proactive positive behavioral strategies, progressive interventions and discipline, appropriate behavioral responses, and related policies.



**I propose using** placement on the Budget Priority list

**Long Term Committed Funds?** Yes Volunteer Program: 3-5 years or indefinite depending on the success of the program. Comprehensive District Plan: 4+ years.

**BUDGET LOCATION:** Volunteer Program: Title I, Grants, Private Sector Donations. Comprehensive District Plan: District, possible SEL grants.

**FISCAL IMPACT:** Volunteer Program: \$130,000 (2018-19)  
Comprehensive District Plan: \$100,000

## Ad hoc Recommendation Form

Ad hoc Subcommittee: Parent & Community Engagement

Subcommittee Members: LaShima Grosskopf, Linda Fair, John Wong, Nick Dimassis, Rick McGrath

Date: April 3, 2018

Strategy	<p><b>We recommend the development of a SDB-wide Volunteer Program starting with a Lead and Hub Coordinator. Two full-time positions.</b></p> <p>The Volunteer Program will focus on Literacy and Numeracy to begin at the younger ages and gradually work towards the higher grade levels. The five year goal for this program will be to decrease the percentage of 3rd grade children who are reading below proficient levels within our district from 70% to the state average of 54%.</p> <p><b>Proposed Rollout:</b></p> <ul style="list-style-type: none"><li>● Follow successful model of Dual Language Immersion<ul style="list-style-type: none"><li>○ With the assistance of the 4K staff throughout the entire district, approximately 107 students will be identified through a screener as students at risk of developing reading difficulties.</li><li>○ A Literacy curriculum will be developed with the assistance of the staff and administration within the district to compliment the Literacy for Life Community Initiative.</li><li>○ A variety of Volunteers from throughout the community representing different ethnicities of whom will be recruited and trained prior to being placed into a classroom. The goal is for each student to receive 1 ½ hour per week of small group literacy activities to compliment what is being within the classroom.</li></ul></li><li>● Operations, Curriculum, Communication, Reporting technology:<ul style="list-style-type: none"><li>○ This program will work closely with the Literacy for Life Community Initiative, along with Administration and Staff, to develop a continuum of curriculum from birth through the 3rd grade.</li></ul></li></ul>
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	<ul style="list-style-type: none"> <li>○ To track the progress of the program we will collect data to rigorously and quantitatively measure the effectiveness of the program. We have explored a couple of software options currently being used by nearby school districts (Madison Metropolitan-Volgistics, Freeport-NetProfitThrive) to determine the best fit for our needs over the life of the program.</li> </ul>
Rationale	<p><i>(Why is this necessary? What are the benefits?) (Is it connected to the district's strategic plan?)</i></p> <p>We already know there are many volunteers entering into our schools on a regular basis and many others who if offered the opportunity would be willing to dedicate time to help within our District. With the development of a well structured volunteer program we feel the results of this program will address a few very important areas within our district, Family &amp; Community Engagement (Goal #5 of the District's Strategic Plan), increasing the proficiency of our young students by the 3rd grade and lowering the Achievement Gap.</p> <p>It's necessary because there are many interested in volunteering and more could be, if the efforts were properly coordinated. The benefit is that it would provide needed hours of help and increase family &amp; community engagement. It is related to Goal #5 (Communication) of the Strategic Plan.</p>
Background and Research	<p><i>(What did the research suggest? What are the models of success?)(Add the sources or websites)</i></p> <p>School Districts w/ Community based volunteer programs</p> <ul style="list-style-type: none"> <li>● Madison Metropolitan School District <a href="https://partnerships.madison.k12.wi.us/volunteer">https://partnerships.madison.k12.wi.us/volunteer</a></li> <li>● Charlotte-Mecklenburg <a href="http://www.cms.k12.nc.us/cmsdepartments/cpfe/volunteers/Pages/default.aspx">http://www.cms.k12.nc.us/cmsdepartments/cpfe/volunteers/Pages/default.aspx</a></li> </ul> <p>SPARK Early Literacy Program by the Boys and Girls Club of Greater Milwaukee is a volunteer program that focuses on early literacy. It has been shown to be effective in improving 4K-3rd grade literacy <a href="http://www.boysgirlclubs.org/our-impact/education/">http://www.boysgirlclubs.org/our-impact/education/</a> Studies highlighting impact on achievement gap</p>

	<ul style="list-style-type: none"> <li>• A New Wave of Evidence – The Impact of School, Family and Community Connections on Student Achievement (National Center for Family &amp; Community Connections with Schools) <a href="http://files.eric.ed.gov/fulltext/ED536946.pdf">http://files.eric.ed.gov/fulltext/ED536946.pdf</a></li> <li>• Minority Parent and Community Engagement – Best Practices and Policy Recommendations for Closing the Gaps in Student Achievement (Minority Community Outreach) <a href="http://www.parentcenterhub.org/wp-content/uploads/2016/09/Minority-Parent-and-Community-Engagement_maldef-report_final.pdf">http://www.parentcenterhub.org/wp-content/uploads/2016/09/Minority-Parent-and-Community-Engagement_maldef-report_final.pdf</a></li> </ul> <p>Study that shows the importance of 3rd-grade literacy <a href="http://www.aecf.org/m/resourcedoc/AECF-DoubleJeopardy-2012-Full.pdf">http://www.aecf.org/m/resourcedoc/AECF-DoubleJeopardy-2012-Full.pdf</a></p> <p>Studies that show the importance of investing in early childhood education <a href="https://heckmanequation.org/assets/2014/05/F_Heckman_Brochure_041515.pdf">https://heckmanequation.org/assets/2014/05/F_Heckman_Brochure_041515.pdf</a> <a href="https://www.youtube.com/watch?v=xp7kSwnQPko">https://www.youtube.com/watch?v=xp7kSwnQPko</a> (Dr. Navsaria gave this same presentation at the Eclipse Center in Beloit in early April)</p>
Timeline	<p>(How long will it take to implement?)</p> <p>Target Roll out program Fall of 2018</p> <ul style="list-style-type: none"> <li>• Target start date (District Volunteer Coordinator): September 2018</li> <li>• Target start date (Hub Coordinator) : September 2018</li> <li>• Program build out: Fall/Winter 2018</li> </ul> <p>Phase I: Based upon the estimated class size of 450 students/grade we will target approximately 107 students per year to be part of the program. With a ratio of 3 or 4:1, students:volunteer we will initially enroll 27 volunteers.</p> <p>Phase II: Year 2 the same students will be part of the Kindergarten rollout and a new volunteers will be enrolled in the new 4K class. Each year it would expand another grade level similar to roll out of</p>

	DLI.
Financial Impact	<p>(How much will it cost? What are the sources of funding, district funds, grant funds, or donation? Is this an ongoing expense? Will this add staff?)</p> <p>Cost for 2018-2019:</p> <ul style="list-style-type: none"> <li>• \$120K, (2FTE/yr);</li> <li>• Software, literacy and math supplies for volunteers, marketing, phone etc. (\$10k/yr)</li> </ul> <p>Total Projected Cost for 2018-2019= \$130,00</p> <p>*Cost will increase as the program expands</p> <p>Source of Funds: (multi-year commitments between 3-5 years)</p> <ul style="list-style-type: none"> <li>• Schools – Title I (75%)</li> <li>• Grants -- (15%) <ul style="list-style-type: none"> <li>◦ United Way Venture Grants, Stateline Community Foundation, Hendricks Family Foundation etc.</li> </ul> </li> <li>• Private Sector Donations -- (10%)</li> </ul>



### Ad hoc Recommendation Form #3

Ad Hoc Subcommittee: Learning Environment

Subcommittee Members: Carole Campbell, Emily Pelz, Betsy Schroeder, Sharon Straub, Tim Vedra

Date: November, 2017

Strategy	<b>Create a comprehensive district plan that includes: the Code of Conduct, rights and responsibilities, proactive positive behavioral strategies, progressive interventions and discipline, appropriate behavioral responses, and related policies.</b>
Rationale	<p>(Why is this necessary? What are the benefits?) (Is it connected to the district's strategic plan?)</p> <p><b>Strategic Plan Strategies/Action Items</b></p> <p>1.5, 1.6- Environment: Develop school environments that promotes and value scholarly behavior and high expectations on the part of students, families, and staff.</p> <p>1.9 - Procedural guidance will be developed around behavioral interventions in a Response to Instruction and Intervention Model.</p> <p>1.9 - Specialized programming will be developed for students with significant behavior disability related needs that provides a self-contained trauma sensitive classroom, therapeutic services, and personalized learning.</p>
Background and Research	<p>(What did the research suggest? What are the models of success?)(Add the sources or websites)</p> <p>Response to Intervention (RtI) uses a multi-tiered model of educational resource delivery. Each tier represents an increasing intensity of services matched to the level of current student need (Batsche, et al., 2006). Effective implementation of RtI requires leadership, collaborative planning, implementation by professionals across the educational system, and a commitment to create a culture of high expectations for all students.</p> <p>There are four key elements used in successful PBIS implementation according to the Wisconsin PBIS Network. They are:</p> <ol style="list-style-type: none"> <li>1. clearly defined academic and behavioral outcomes for students and staff</li> <li>2. practices based on teaching and modeling proper</li> </ol>

	<p>behavior</p> <ol style="list-style-type: none"> <li>3. data used to guide decision making</li> <li>4. systems that help the practices of PBIS to be accomplished faithfully and sustainability.</li> </ol> <p>Alternatively, research and experience strongly suggest that different outcomes are possible for our schools and our students. Safe, supportive school climate and discipline are associated with the following improved outcomes:</p> <ul style="list-style-type: none"> <li>✓ Few incidences of school violence as well as increased staff and student feelings of safety;</li> <li>✓ High academic achievement, including improved grades and test scores;</li> <li>✓ Strong student attendance, which, in turn, has been associated with improved academic performance and graduation rates;</li> <li>✓ Minimal engagement in risky behaviors, including substance abuse;</li> <li>✓ High levels of student engagement and self-discipline, due in part to the emphasis on cooperative learning and respectful interaction that help promote good behaviors (with less likelihood of being referred to the office for disciplinary reasons or to receive a formal disciplinary action);</li> <li>✓ Strong attachment to school and positive student relationships with adults and peers, which are associated with student engagement and satisfaction; and</li> <li>✓ High levels of staff satisfaction, involvement, and investment.</li> </ul> <p>Source: US Department of Education's "Resource Guide for Superintendent Action" published in July 2015 (page 3)</p> <p>Cultural responsiveness includes (a) holding high expectations for all students, (b) using students' cultures and experiences to enhance their learning, and (c) providing all students with access to effective instruction and adequate resources for learning (Klingner et al., 2005). The primary goal of cultural responsiveness within a school wide PBIS framework is to use school wide PBIS principles to change school cultures and systems to enhance educational equity. Because contextual fit is a core principle of school wide PBIS, school wide PBIS is not fully implemented until it is culturally responsive.</p> <p>Our committee reviewed examples from Madison Metropolitan School District and Ventura County Office of Education (CA).</p>
Timeline	(How long will it take to implement?)

	<p>4+ years</p> <p><b><u>2018-2019 - Explore</u></b></p> <ul style="list-style-type: none"> <li>● Assess needs</li> <li>● Examine fit and feasibility</li> <li>● Clearly define mission, vision, purpose, and goals</li> </ul> <p><b><u>2019-2020 - Prepare</u></b></p> <ul style="list-style-type: none"> <li>● Research and select a conceptual framework to assess implementation</li> <li>● Create a comprehensive district document as outlined in the above strategy</li> <li>● Develop and acquire resources (people, professional development, programs)</li> <li>● Prepare staff</li> <li>● Initiate use of data</li> </ul> <p><b><u>2020-2021 - Implement</u></b></p> <ul style="list-style-type: none"> <li>● Engage building leaders in professional development to support implementation</li> <li>● Manage system change at a classroom, school and district level</li> <li>● Initiate data driven improvement cycles</li> </ul> <p><b><u>2021-2022 - Full Implementation</u></b></p> <ul style="list-style-type: none"> <li>● Assess implementation district wide and at each school</li> <li>● Develop plan to address all areas of school wide, universal practices not in place, monitor data, and adjust as needed</li> <li>● Develop school support plans targeted at supporting schools whose concerns, needs or readiness may be impacting implementation</li> </ul>
Financial Impact	<p>(How much will it cost? What are the sources of funding, district funds, grant funds, or donation? Is this an ongoing expense? Will this add staff?)</p> <p>Time/Compensation Possible Programming Purchases Staff for Implementation and Support Translating, Printing, and Publishing Total: approximately \$100,000 Funding Sources: District budget, possible SEL grants</p>





# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Early College Credit Program for Summer and Fall Semester 2018-19

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

**Your Name and Title:** Anthony Bonds, Asst Superintendent, Teaching, Learning, & Innovation

**Others assisting you in the presentation:** None

**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 facilitate the decision making process.

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

See the attached summary of Early College Credit Program applications and summary of program costs.

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

Board of Education approval is required.

### **D. What are your conclusions?**

See motion below.

**MOTION:** The Board of Education approves the Early College Credit Program applications for summer and fall semester 2018-19

**I propose using** an existing budget

**Long Term Committed Funds?** No Not applicable.

**BUDGET LOCATION:** 805 Curriculum

**FISCAL IMPACT:** \$117,882

## Early College Credit Program (Youth Options Program) Costs:

	<u>Anticipated</u>	<u>Actual</u>
<b>2018-2019</b>	<b>\$117,882</b> (Summer & Fall)	Not Applicable
<b>2017-2018</b>	<b>\$222,430</b>	TO DATE: <b>\$20,170</b> (39 students)
<b>2016-2017</b>	<b>\$85,858</b>	<b>\$18,492</b> (41 students)
<b>2015-2016</b>	<b>\$111,760</b>	<b>\$34,522</b> (51 students)
<b>2014-2015</b>	<b>\$99,582</b>	<b>\$42,302</b> (79 students)
<b>2013-2014</b>	<b>\$89,722</b>	<b>\$44,503</b> (58 students)
<b>2012-2013</b>	<b>\$72,969</b>	<b>\$36,433</b> (53 students)
<b>2011-2012</b>	<b>\$104,366</b>	<b>\$45,743</b> (71 students)
Please note: Local Youth Apprenticeship grants had funds available to help with tuition payments. Beloit received \$1,277.03		
<b>2010-2011</b>	<b>\$107,415</b>	<b>\$46,956</b> (79 students)
<b>2009-2010</b>	<b>\$106,985</b>	<b>\$53,419</b> (73 students)
<b>2008-2009</b>	<b>\$179,619</b>	<b>\$42,940</b> (77 students)
Please note: Local Youth Apprenticeship grants had funds available to help with tuition payments. Beloit received \$8,167.82		
<b>2007-2008</b>	<b>\$106,504</b>	<b>\$46,158</b> (89 students)
<b>2006-2007</b>	<b>\$179,550</b>	<b>\$76,078</b> (139 students)
<b>2005-2006</b>	<b>\$73,930</b>	<b>\$49,818</b> (93 students)
<b>2004-2005</b>	<b>\$48,470</b>	<b>\$36,145</b> (69 students)
<b>2003-2004</b>	<b>\$53,380</b>	<b>\$42,410</b> (69 students)
<b>2002-2003</b>	<b>\$56,178</b>	<b>\$44,391</b> (95 students)
<b>2001-2002</b>	<b>\$21,310</b>	<b>\$10,574</b> (31 students)
<b>2000-2001</b>	<b>\$25,423</b>	<b>\$9,399</b> (30 students)
<b>1999-2000</b>	<b>\$20,000</b>	<b>\$5,347</b> (6 students)
<b>1998-1999</b>	<b>\$10,000</b>	<b>\$477</b> (1 student)
<b>1997-1998</b>	-	-
<b>1996-1997</b>	-	-
<b>1995-1996</b>	<b>Not Available</b>	<b>\$1,135.70</b>
<b>1994-1995</b>	-	-
<b>1993-1994</b>	-	-
<b>1992-1993</b>	-	-
<b>1991-1992</b>	-	-

The difference between anticipated and actual costs may be due to the following:

- Course is not available (college catalogs not available when students make course choices).
- Not enough students enrolled to hold course (e.g., Fire Suppression—9 enrolled/need 10 to run the course/additional students would need to pay for course themselves).
- Student only wants one course but signs up for four or five hoping that one course will match schedule.
- Student not accepted by the institution of higher learning (e.g., a student wants to take Welding, a 10 credit course at BTC, but most likely would not be accepted because of his/her age).
- Student applies for four or five courses when his/her schedule will only allow him/her to take one or two.

4/4/18

## Early College Credit Program Requests

Summer/Fall Semesters 2018

								Start College Now/ Early College		Comparable/ Non	
Grad											
Initials	Year	GPA	College	Course	#	Credits	Semester	Credit (ECC)/ H S Special	Accept/ Reject	Comparable	Cost
BL	2020	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 223	5	Fall	ECC	Accept	Non-Comparable	\$1,010
BL	2020	4.0	UW Rock County	Calculus of Several Variables	MAT 234	4	Fall	ECC	Acceot	Non-Comparable	\$808
BL	2020	4.0	UW Rock County	Ordinary Differential Eq.	MAT 271	3	Fall	ECC	Accept	Non-Comparable	\$606
BL	2020	4.0	UW Rock County	Linear Algebra	MAT 262	3	Fall	ECC	Accept	Non-Comparable	\$606
MC	2019	3.9	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Fall	ECC	Accept	Non-Comparable	\$808
MC	2019	3.9	UW Rock County	Linear Algebra	MAT 262	3	Fall	ECC	Accept	Non-Comparable	\$606
MC	2019	3.9	UW Rock County	College Physics	PHY 141	3	Fall	ECC	Denied	Comparable	\$0
RS	2019	3.7	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Fall	ECC	Accept	Non-Comparable	\$808
RS	2019	3.7	UW Rock County	Statistical Analysis	MAT 240	3	Fall	ECC	Accept	Non-Comparable	\$606
RS	2019	3.7	UW Rock County	Linear Algebra	MAT 262	3	Fall	ECC	Accept	Non-Comparable	\$606
RS	2019	3.7	UW Rock County	Calculus of Several Variables	MAT 224	4	Fall	ECC	Accept	Non-Comparable	\$808
LC	2019	3.6	UW Rock County	Intro to College Writing	ENG 097	3	Fall	ECC	Accept	Non-Comparable	\$606
NA	2019	3.9	UW Rock County	Calculus & Analytical Geo	MAT 221	5	Fall	ECC	Accept	Non-Comparable	\$1,010
JJ	2019	3.7	Beloit College	Linear Algebra	MAT 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
JJ	2019	3.7	Beloit College	Discrete Structures	MAT 160	3	Fall	ECC	Accept	Non-Comparable	\$1,332
JJ	2019	3.7	Beloit College	Mathematical Statistics	MAT 205	3	Fall	ECC	Denied	Comparable	\$0
JJ	2019	3.7	UW Whitewater	Partial Differential Equation	MAT 459	3	Fall	ECC	Accept	Non-Comparable	\$958
JJ	2019	3.7	UW Whitewater	Matria and Linear Algebra	MAT 355	3	Fall	ECC	Accept	Non-Comparable	\$958
MM	2019	3.7	UW Rock County	Stars Galacies and the Universe	AST 106	3	Fall	ECC	Accept	Non-Comparable	\$606
MM	2019	3.7	UW Rock County	Topics in Astronomy	AST 291	3	Fall	ECC	Accept	Non-Comparable	\$606
MM	2019	3.7	UW Rock County	Calculus of Several Variables	MAT 234	3	Fall	ECC	Accept	Non-Comparable	\$606
MM	2019	3.7	UW Rock County	Linear Algebra	MAT 262	3	Fall	ECC	Accept	Non-Comparable	\$606
SH	2019	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Fall	ECC	Accept	Non-Comparable	\$808
SH	2019	4.0	UW Rock County	Calculus of Several Variables	MAT 234	4	Fall	ECC	Accept	Non-Comparable	\$808
SH	2019	4.0	UW Rock County	Linear Algebra	MAT 262	3	Fall	ECC	Accept	Non-Comparable	\$606
SH	2019	4.0	UW Rock County	First-Year Chinese I	CHI 101	4	Fall	ECC	Accept	Non-Comparable	\$808
BM	2019	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Fall	ECC	Accept	Non-Comparable	\$808
RS	2019	3.7	Beloit College	Vector Calculus	MATH 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332



RS	2019	3.7	Beloit College	Mathematical Statistics	MATH 205	3	Fall	ECC	Denied	Comparable	\$0
RS	2019	3.7	Beloit College	Linear Algebra	MATH 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
Rs	2019	3.7	Beloit College	Differential Equations	MATH 190	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BM	2019	4.0	Beloit College	Vector Calculus	MATH 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SS	2019	4.0	Beloit College	Linear Algebra	MATH 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SS	2019	4.0	Beloit College	General Physics	PHYS 101	3	Fall	ECC	Denied	Comparable	\$0
SS	2019	4.0	Beloit College	Intro to Astronomy	PHYS 130	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SS	2019	4.0	Beloit College	Calculus II	MATH 115	3	Fall	ECC	Denied	Comparable	\$0
MM	2019	3.7	Beloit College	Vector Calculus	MATH 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MM	2019	3.7	Beloit College	Abstract Algebra	MATH 215	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MM	2019	3.7	Beloit College	Tools for Physics and Astron	PHYS 280	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MM	2019	3.7	Beloit College	Topics in Astronomy	PHYS 200	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SH	2019	4.0	Beloit College	Vector Calculus	MAT 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SH	2019	4.0	Beloit College	Linear Algebra	MATH 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SH	2019	4.0	Beloit College	Differential Equations	MATH 190	3	Fall	ECC	Accept	Non-Comparable	\$1,332
SH	2019	4.0	Beloit College	Mathematical Statistics	Math 205	3	Fall	ECC	Denied	Comparable	\$0
NA	2019	3.9	Beloit College	Vector Calculus	MATH 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BL	2019	4.0	Beloit College	Mathematical Statistics	Math 205	3	Fall	ECC	Denied	Comparable	\$0
BL	2019	4.0	Beloit College	International Politics	Polis 160	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BL	2019	4.0	Beloit College	Renewal & Reform in Early Modern	Hist 225	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BL	2019	4.0	Beloit College	The Human Animal	Anthro-120	3	Fall	ECC	Accept	Non-Comparable	\$1,332
AC	2020	3.8	Beloit College	Beginning Latin I	LATN 100	3	Fall	ECC	Accept	Non-Comparable	\$1,332
AC	2020	3.8	Beloit College	Art in Europe and the Am.	ARTH 125	3	Fall	ECC	Accept	Non-Comparable	\$1,332
AC	2020	3.8	Beloit College	Intro to Sociology	SOC 100	3	Fall	ECC	Accept	Non-Comparable	\$1,332
AC	2020	3.8	Beloit College	Creative Writing: Fiction	ENGL 220	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MC	2020	3.8	Beloit College	Beginning Latin I	LATN 100	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MC	2020	3.8	Beloit College	Intro to Digital Photography	ART 117	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MC	2020	3.8	Beloit College	Intro. To Sociology	SOC 100	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MC	2020	3.8	Beloit College	International Trade and Finance	ECON 235	3	Fall	ECC	Accept	Non-Comparable	\$1,332
CO	2020	4.0	Beloit College	Linear Algebra	MATH 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
CO	2020	4.0	Beloit College	Differential Equations	Math 190	3	Fall	ECC	Accept	Non-Comparable	\$1,332
CO	2020	4.0	Beloit College	Vector Calculus	MATH 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BS	2019	3.8	Beloit College	Logic	PHIL 100	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BS	2019	3.8	Beloit College	Introduction to Astronomy	PSYC 100	3	Fall	ECC	Accept	Non-Comparable	\$1,332

ES	2020	3.5	UW Rock County	Discrete Mathematics	MAT 230	3	Fall	ECC	Accept	Non-Comparable	\$606
NP	2019	4.0	UW Rock County	University Physics 1	PHY 201	5	Fall	ECC	Denied	Comparable	\$0
NP	2019	4.0	UW Rock County	Jazz History & Appreciation	MUS 273	3	Fall	ECC	Accept	Non-Comparable	\$606
TS	2019	3.0	UW Rock County	Linear Algebra	MAT 355	3	Fall	ECC	Accept	Non-Comparable	\$606
TS	2019	3.0	UW Rock County	Calculus & Analytical Geo III	MAT 255	3	Fall	ECC	Accept	Non-Comparable	\$606
TS	2019	3.0	UW Rock County	Diffenretial Equations	MAT 361	3	Fall	ECC	Accept	Non-Comparable	\$606
TS	2019	3.0	UW Rock County	Cultures of the World	ANT 204	3	Fall	ECC	Accept	Non-Comparable	\$606
KG	2019	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 355	3	Fall	ECC	Accept	Non-Comparable	\$606
KG	2019	4.0	UW Rock County	Calculus of Several Variables	MAR 234	3	Fall	ECC	Accept	Non-Comparable	\$606
KG	2019	4.0	UW Rock County	Ordinary Differential Eq.	MAT 271	3	Fall	ECC	Accept	Non-Comparable	\$606
QS	2020	3.3	Blackhawk	Welding Shop Safety	442-317	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Intro to Welding	444-318	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Gas Metal Arc Welding I	442-320	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Gas Metal Arc Welding II	449-321	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Gas Metal Arc Welding III	442-322	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Gas Metal Arc Welding IV	442-323	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Gas Metal Arc Welding V	442-324	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Gas Metal Arc Welding VI	442-325	1	Fall	Start College Now/	Accept	Non-Comparable	\$139
SH	2019	4.0	Blackhawk	Intro to Diversity Studies	809-172	3	Fall	Start College Now/	Accept	Non-Comparable	\$415
SH	2019	4.0	Blackhawk	Interview and Interrogation	504-925	3	Fall	Start College Now/	Accept	Non-Comparable	\$415
SH	2019	4.0	Blackhawk	Substantive Criminal Law	504-924	3	Fall	Start College Now/	Accept	Non-Comparable	\$415
SH	2019	4.0	Blackhawk	Juvenile Justice System	504-926	3	Fall	Start College Now/	Accept	Non-Comparable	\$415
SH	2019	4.0	Blackhawk	Children and Familt System	520-108	3	Fall	Start College Now/	Accept	Non-Comparable	\$415
SH	2019	4.0	Blackhawk	Criminal Invest Strategics	504-928	3	Fall	Start College Now/	Accept	Non-Comparable	\$415
TW	2019	3.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
HW	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
JB	2019	3.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
BC	2019	3.6	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
CB	2020	3.8	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
ES	2020	3.5	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MC	2019	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
JJ	2020	2.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
BT	2019	3.7	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
DD	2020	3.7	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606



CB	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
HJ	2020	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
BM	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
EG	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
LC	2019	3.6	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
SS	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
LT	2020	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MO	2019	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
KH	2019	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
FM	2020	3.1	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
NA	2019	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
KH	2020	3.1	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
YC	2020	3.1	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
JL	2019	3.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MG	2019	3.6	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
LV	2019	3.4	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
EK	2019	3.5	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
ES	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
DP	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MM	2020	3.8	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
CO	2019	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
SA	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
JA	2019	3.9	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
AA	2019	3.1	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
AN	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MF	2019	3.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
RS	2020	2.3	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MM	2019	3.3	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
NP	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Fall	ECC	Accept	Non-Comparable	\$606
MC	2019	3.9	Beloit College	Linear Algebra	Math 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MC	2019	3.9	Beloit College	Vector Calculus	Math 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
MC	2019	3.9	Beloit College	General Physics	PHYS 101	3	Fall	ECC	Denied	Comparable	\$0
BL	2019	4.0	Beloit College	Differential Equations	Math 190	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BL	2019	4.0	Beloit College	Chaotic Dynamical Systems	Math 208	3	Fall	ECC	Accept	Non-Comparable	\$1,332

BL	2019	4.0	Beloit College	Vector Calculus	Math 201	3	Fall	ECC	Accept	Non-Comparable	\$1,332
BL	2019	4.0	Beloit College	Linear Algebra	Math 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
TS	2019	3.0	Beloit College	Teaching English as Second	EDYS 246	3	Fall	ECC	Accept	Non-Comparable	\$1,332
TS	2019	3.0	Beloit College	Linear Algebra	MATH 175	3	Fall	ECC	Accept	Non-Comparable	\$1,332
PS	2019	2.2	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
JB	2019	3.0	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
JJ	2020	2.9	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
AW	2019	2.8	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
AC	2020	2.3	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
AW	2020	3.9	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
NL	2019	3.0	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
KT	2019	3.0	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
BB	2019	3.4	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
MK	2019	3.0	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
KH	2019	3.9	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
KH	2020	3.1	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
AC	2019	2.2	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
EH	2019	3.3	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
FC	2019	3.1	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
AB	2019	2.8	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
BC	2019	3.6	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
SH	2020	2.6	Blackhawk	Nursing Assistant	543-300	3	Fall	Start College Now	Accept	Non-Comparable	\$452
PS	2019	2.2	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
JB	2019	3.0	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
TY	2019	2.6	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
KY	2019	2.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
JJ	2020	2.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
AW	2019	2.8	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
AC	2020	2.3	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
AW	2020	3.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
NL	2019	3.0	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
GB	2019	2.6	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
KT	2019	3.0	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
BB	2019	3.4	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305



MK	2019	3.0	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
KH	2019	3.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
KH	2019	3.1	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
AC	2019	2.2	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
EH	2019	3.3	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
FC	2019	3.1	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
AB	2019	2.8	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
CO	2019	3.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
SH	2020	2.6	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305
BC	2019	3.6	Blackhawk	Nursing Assistant Advanced	543-302A	2	Fall	Start College Now	Accept	Non-Comparable	\$305

**Total**     \$117,882

Prepared by Angela Snow  
3/9/2018





# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Policy 185 RULE 1 Standing Board Committee Rules

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

**Your Name and Title:** Pam Charles, Board Member

**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 committee recommends all policy revisions to the full Board of Education.

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

Please see the attached proposed revisions. These revisions were determined while working on the rules for the new standing committees.

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

The revisions are reflective of changes due to the new standing board committee structure, application process, board selection process, etc. The policy needs to be updated and in place for the start of the new committee structure.

### **D. What are your conclusions?**

**MOTION:** The Policy/Personnel Committee recommends that the full Board of Education approve the revisions and layover of Policy 185 Standing Board Committee Rules. (The Board of Education may choose to waive the first reading and approve the policy for final reading.)

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** n/a

## STANDING BOARD COMMITTEE RULES

### Committee Composition

Each committee will composed of seven members: two board members and five nonelected members, including one student, one citizen and three School District of Beloit teachers/staff. If one category is not filled, that position will remain open until filled.

### Rights and Privileges of Members

Standing school board committees are advisory in nature and cannot act for the board unless specified in policy. Standing committees are subject to provisions of the Wisconsin Open meetings law. All members of standing committees shall be provided with the provisions of the open meetings law. All members of each committee shall have the same rights and privileges. The Board President has the right to vote as an ex-officio member on any committee, but shall not be counted toward a quorum. Each committee will be appointed an administrator liaison who will attend each committee meeting but will not be a voting member of the committee.

A quorum of a standing board committee is defined as three members, regardless of the number of members currently serving on the committee.

### Appointment Procedure

The Board President will appoint two board members to each committee at the annual organizational board meeting and shall, each year, within two months of assuming office, appoint citizens to standing committees, subject to a majority board approval.

Applications for citizen members will be available online, at each school office and at the district administrative office. Applications will be received by the Board Secretary and presented to the board. Following review of the applications, board members will make nominations of applicants. The first nominee to receive a majority of the board members' votes shall be declared the nominated member. Following board approval of an applicant's nomination, the applicant shall be appointed by the Board President.

### Term of Appointment

Members shall be appointed for a one-year term commencing on the date of appointment and ending on the date that a successor is appointed. Incumbents may continue to serve beyond the end of their terms until their successors have been appointed and seated.

### Members on Other Committees

No citizen may serve on any other standing board committee or ad hoc committee while that member is serving on a standing board committee.

### Vacancies

A citizen applying to fill a vacancy shall follow the appointment procedure and his/her term shall end one year from date of appointment. Vacancies will be noticed through regular district communication channels.

Qualifications

- a) All citizen members of the standing committees shall be residents of the School District of Beloit or employees of the School District of Beloit or parents of an open-enrolled student attending a school in the School District of Beloit.
- b) No person who is a ~~spouse, parent, son or daughter~~ parent, child, adopted child, foster child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin, husband, wife (as defined by state law), domestic partner, step-parent, step-child, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, half-brother, half-sister, uncle, aunt, nephew, niece, spouse/partner of any of the above and cohabitating partner or significant other or family member of such a person of a school board member may serve on a committee.
- c) No more than one member of any family may serve on the same committee at the same time.
- d) No citizen member shall have an interest, direct or indirect, in any contract with the School District of Beloit except as specifically permitted by state law. "Interest" shall mean pecuniary or material benefit accruing to a citizen member resulting from a contractual relationship with the school system.
- e) No former employee may serve on a committee if that employee's employment was terminated for just cause.
- f) Any citizen who no longer represents their appointed category will resign and be ineligible for one year before re-applying to serve on a committee.

LEGAL REF.: s.s. 946.13

CROSS REF.: 185 Standing Board Committees

APPROVED:



# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** 185.3 Staff Committee Policy

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

**Your Name and Title:** Pam Charles, Board Member

**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 committee recommends all policy revisions to the full Board of Education.

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

Please see the attached proposed revisions. These revisions were determined after working on the rules for the new standing committees.

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

The revisions are reflective of personnel decisions regarding grievances, non-renewals, hiring, salary and benefits coming directly to the Board of Education while the staffing committee address items that are more reflective of staff as a whole or a larger group as opposed to an individual case-by-case basis. It was also discussed to waive the first reading so that policies will be in place when new board members are elected and seated at the end of April.

### **D. What are your conclusions?**

**MOTION:** The Policy/Personnel Committee recommends that the full Board of Education approve the revisions and layover of Policy 185.3 Staff Committee. (The Board of Education may choose to waive the first reading and approve the policy for final reading.)

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** n/a

## STAFF COMMITTEE

The Staff Committee will meet on a regularly scheduled basis, unless otherwise noted by the Chair. Special meetings may be called by the Committee Chair. The Executive Director of Human Resources will be a regular attendee at committee meetings.

### A. Duties of the Staff Committee:

1. Work with the Executive Director of Human Resources in setting up deadlines and strategies for general contract negotiations for recommendations to the Board of Education.
2. ~~Report and recommend to the Board changes in salary schedules and pay schedules for all employees of the District not covered by Union contract.~~
3. With the exception of grievances, non-renewals, salary and benefits, study and consider ~~all~~ personnel issues brought to its attention by the President of the Board or the Superintendent of Schools and make such recommendations as deemed advisable.
4. ~~Review and recommend to the Board all personnel decisions concerning hiring.~~
5. ~~All deliberations and actions must be consistent with all school district collective bargaining contracts.~~
6. Make recommendations to the Board on staffing needs, climate surveys, class sizes and support.
7. Review and approve job descriptions prior to job postings or at least every two years.
8. Ensure that all employee evaluations are completed on a regular basis per policy, in a timely manner and on file in the Human Resources Department.
9. Make recommendations to the Board on Professional Learning Communities and Professional Development.
10. Make recommendations to the Board on Parent Involvement Activities by staff.

### B. Duties of the Staff Committee Chair:

1. Establish the agenda in consultation with the Executive Director of Human Resources and/or Superintendent and provide public notice and notice to the Board President for all meetings.
2. Report to the Board at monthly business meeting on recommendations regarding policy and personnel matters.
3. Appoint a Labor Liaison.
4. May appoint Ad-Hoc Advisory committees in accordance with Board policy and established procedures.

CROSS REF.: 143 Official Board Representatives  
185 Standing Board Committees

APPROVED: May 27, 1980

REVISED: November 23, 1993  
July 23, 2013  
March 20, 2018

REPRINT: September, 1996  
September, 1997  
September 14, 2004



# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Policy 522.31 Supervisory Nepotism (First Reading)

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

**Your Name and Title:** 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 policy to include others within the definition of immediate family.

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

The revision is 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 revisions and layover of Policy 522.31 Supervisory Nepotism for first reading.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** none

## SUPERVISORY NEPOTISM

The School District of Beloit shall ensure that no person in a supervisory position that shall directly or indirectly have the authority to:

- (1) recommend the appointment, dismissal, promotion, demotion, evaluation, discipline or salary adjustment over any member of his/her immediate family who is also an employee of the District or is seeking employment by the School District of Beloit; or
- (2) participate in the recommendation of such appointment, dismissal, promotion, demotion, evaluation, discipline, salary adjustment, or interview for possible employment, of any member of his/her immediate family who is also an employee of the District or is seeking employment by the School District of Beloit.

Immediate family members of the superintendent shall not be recommended for hire for any position within the District unless they are employed prior to the Superintendent's appointment.

In addition, School Board Members shall recuse themselves from voting on or debating matters that have a direct or indirect impact on an immediate family member's employment, contract, or income.

For purposes of this policy, "immediate family" is defined as one of the following: relationships by blood – parent, child, adopted child, foster child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece and first cousin; and relationships by marriage – husband, wife (as defined by state law), domestic partner, step-parent, step-child, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, half-brother, half-sister, uncle, aunt, nephew, niece, spouse/partner of any of the above and cohabitating couples partners or significant others or family member of such. ~~means spouse, father, mother, brother, sister, son or daughter, step father, step mother, step brother, step sister, step son or step daughter.~~

LEGAL REF.: s.s. 111.345  
s.s. 118.24(2)(c)  
s.s. 946.13  
~~s.s. 199.32(5)~~

CROSS REF.: 165.1 Conflict of Interest  
533 Employee Recruiting/Hiring/Transfer/Promotion  
533 RULE 1 Professional Educator Recruitment/Selection Procedures  
533 RULE 2 Guidelines for Adding Professional Staff Positions

APPROVED: March 22, 1983

REVISED: October 22, 1996  
January 22, 2008  
May 27, 2014

REPRINTED: March, 1998





# School District of Beloit Board of Education Report

April 24, 2018

## ***I. BASIC INFORMATION***

**Topic or Concern:** Policy 523.1 Employee Physical Examinations (First Reading)

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

**Your Name and Title:** 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 policy and bring it current.

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

The revision is being made to support the best practice to protect staff and the District to align to Act 107.

### **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 as spelled out in Act 107.

### **D. What are your conclusions?**

**MOTION:** The Policy/Personnel Committee recommends that the full Board of Education approve the revisions and layover of Policy 523.1 Employee Physical Examinations for first reading.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** none

## EMPLOYEE PHYSICAL EXAMINATIONS

As a condition of employment, ~~Upon initial employment,~~ every candidate for employment ~~employee of the School District of Beloit~~ shall complete a physical examination and receive clearance from a licensed physician, physician assistant or certified advanced practice nurse. All candidates must complete a screening questionnaire for tuberculosis that is approved by the Department of Health Services. A test to determine the presence or absence of tuberculosis in a communicable form is required only if the need for such a test is indicated for the specific individual. ~~provide the administration with written evidence of having had a physical examination, including a tuberculin skin test, by a licensed physician. Such examinations shall be taken before the opening of school for the year required, or in the case of an employee new to the District after that time, as soon after becoming employed as is practical. Should an employee test positive for tuberculin exposure, a chest x ray or other corroborating test will be required.~~ The screening questionnaire shall contain space for a certificate that the person examined by practitioner does not have risk factors for tuberculosis. If tuberculosis risk factors are identified on the screening questionnaire, the practitioner shall recommend that the person receive a test from a practitioner to determine the presence or absence of tuberculosis in a communicable form. If a test to determine the presence or absence of tuberculosis in a communicable form is recommended of the person, and if the test indicates the absence of tuberculosis in a communicable form, the practitioner who administers the test shall certify, on a form prepared by the department of health services, that the person appears to be free from tuberculosis in a communicable form.

An employee may be exempt from the physical examination requirement for religious reasons if an affidavit has been filed with the Executive Director of Human Resources claiming such exemption. ~~No employee shall be discriminated against by reason of his/her filing of an affidavit.~~ The school board may not require physical examinations of any school employee who files with the school board an affidavit setting forth that the employee depends exclusively upon prayer or spiritual means for healing in accordance with the teachings of a bona fide religious sect, denomination or organization and that the employee is to the best of the employee's knowledge and belief in good health and that the employee claims exemption from health examination on these grounds. ***Notwithstanding the filing of such affidavit, the screening questionnaire for each candidate is required.*** And if there is reasonable cause to believe that such employee is suffering from an illness detrimental to the health of the pupils the school board may require a health examination of such school employee sufficient to indicate whether or not such school employee is suffering from such an illness. No school employee may be discriminated against by reason of the employee's filing such affidavit.

Required physical examinations may be performed by the District's designated health service without cost to the employee. The expenses of an examination performed by a non-designated health service shall be borne by the employee.

The District may require that an employee present proof of fitness to perform job duties.

LEGAL REF.: s.s. 118.25  
Americans with Disabilities Act of 1990

CROSS REF.: 112 Nondiscrimination  
526 Personnel Records  
Wisconsin Act 107

APPROVED: June 21, 1976

REVISED: June 14, 1994  
October 22, 1996  
March 22, 2016

REPRINTED: March, 1998



# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Policy 523.6 Identification Badges - Employee (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 policy and bring it current.

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

The revision is being made to support the best practice to protect staff and the District to align to Act 107.

### **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 as spelled out in Act 107.

### **D. What are your conclusions?**

**MOTION:** The Policy/Personnel Committee recommends that the full Board of Education approve the revision of Policy 523.6 Identification Badges - Employee for final reading.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** n/a

**FISCAL IMPACT:** none

## IDENTIFICATION BADGES - EMPLOYEES

The Board of Education recognizes the importance of providing a safe environment for all district students and staff. To promote a safe environment, the district requires all employees, volunteers and visitors to wear a district issued, approved identification badge.

### Required Identification

All employees, while carrying out regular employment duties, will display identification badges in plain view.

### Issuing Identification Badges

Identification badges will be provided to all employees **by** the human resources department. The initial badge, clip or lanyard will be provided to all employees at no cost to the employee. ID badges will be replaced as necessary due to normal use, to make the photo current or for changes in employment status.

### Visitors/Volunteers

All visitors/volunteers are required to check in to the main office or security desk to obtain a visitor's badge. Volunteer and visitor badges may be permanent and lent to the person or disposable. When visitors/volunteers leave the school building, they must return the badge to the office or security desk.

### Lost or Stolen Badges

In the event the identification badge is lost or stolen, the district will provide a replacement at no cost to the employee. Each additional identification badge requested will cost the employee \$2.00 per badge. If a badge is lost or stolen, contact the Personnel Office immediately.

APPROVED: March 26, 2002

REVISED: April 24, 2018



# School District of Beloit Board of Education Report

April 24, 2018

## ***I. BASIC INFORMATION***

**Topic or Concern:** 443/447 Code of Conduct (Second Reading)

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

**Your Name and Title:** Emily Pelz, Executive Director of Pupil Services

**Others assisting you in the presentation:** None

**My report is for:** Action

## ***II. TOPICAL INFORMATION***

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

Per Board policy 443/447, the Code of Conduct must be review and/or updated annually. Additional offense codes are being recommended to be added to the Code of Conduct. These codes are aligned with required DPI and Civil Rights reporting requirements.

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

The School District is required to complete and submit a Pupil Nondiscrimination Compliance Report to DPI, and a Civil Rights Data Collection report annually. The new offense codes align with the data requirements of both these reports. Administration is seeking approval to add the additional codes. Please see the attached Code of Conduct policy.

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

The School District is required to complete and submit a Pupil Nondiscrimination Compliance Report to DPI, and a Civil Rights Data Collection report annually. The new offense codes align with the data requirements of both these reports.

### **D. What are your conclusions?**

This is a policy revision that will support data reporting requirements. There is no fiscal impact.

**MOTION:** The Policy/Personnel Committee recommends the revisions of the additional offense codes added to the Code of Conduct, Policy 443/447, which are aligned with reporting requirements for the annual Pupil Nondiscrimination Compliance Report and the Civil Rights Data Collection report for final reading.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** NA

**FISCAL IMPACT:** None

## STUDENT CODE OF CONDUCT AND DISCIPLINE

The behavior and code of conduct of students attending the public schools in the School District of Beloit shall reflect standards of good citizenship, high morality, self-discipline, responsibility for one's own actions, and respect toward others.

Positive discipline is a necessary element and provides all students with a healthy learning environment. The Board of Education, administration and faculty adhere to the philosophy that all students who have a desire to attend school will be given the opportunity. All students will be assisted in every way possible to achieve scholastic success.

A disciplinary code of conduct shall be established and included in this said Board policy (443/447). As with other Board policies, the code of conduct will be reviewed and/or updated annually. It is not intended to intimidate a majority of students who observe the rules and regulations stated. However, an infraction by a student can change the school climate and interfere with learning in the classroom, building and/or within the District. Students who decline to conduct themselves according to these rules will be subjected to administrative and legislative procedures under the operating policies of the Board. The Board upholds State mandated discrimination, harassment, bullying and AODA policies as well as strongly adhering to the code of conduct in reference to weapons, threats and aggressive behavior against students and staff. Furthermore, any infraction that appears to have gang overtones will receive more severe consequences up to and including a recommendation for expulsion or extended expulsion time.

Due process will be afforded to all students as required by law.

The School District of Beloit shall not discriminate in standards and rules of behavior, including harassment, or disciplinary measures, including suspension and expulsion, on the basis of age, sex, race, national origin, color, ancestry, creed, pregnancy, religion, marital status, disability, arrest record or conviction record, sexual orientation, sex change, gender identity, gender expression, gender non-conformity, or membership in the national guard, state defense force or any reserve component of the military forces of the United States or the State of Wisconsin, or any other basis protected by law. Discrimination complaints shall be processed in accordance with established complaint procedures.

LEGAL REF.: s.s. 118.13, 120.13(1), 120.44  
PI 9, Wisconsin Administrative Code

CROSS REF.: 112 RULE 2 Student Discrimination Complaint Procedures  
411.1 Student Sexual Harassment  
411.2 Student Racial Harassment  
411.3 Student Harassment  
443.4 Student Alcohol and/or Other Controlled Substance Use  
443.4 RULE 1 Student Alcohol and/or Other Controlled Substance Use Enforcement Regulations  
443.72 Anti-Bullying

APPROVED: August 3, 1976

REVISED: July 23, 2013  
April 22, 2014  
February 24, 2015

REVIEWED: March 8, 2017

## CODE OF CONDUCT

*The behavior and conduct of students in the School District of Beloit shall reflect standards of good citizenship, self-discipline, responsibility for one's own actions, and respect toward others. Our vision for discipline is systematically focused on prevention and education, striving to provide students with knowledge and skills through the implementation of Positive Behavior Interventions and Supports.* Positive discipline is a necessary element and provides all students with a healthy learning environment. The Board of Education, administration, and faculty adhere to the philosophy that all students who have a desire to attend school will be given the opportunity. All students will be assisted in every way possible to achieve scholastic success.

**I. Purpose of the Code of Conduct:** The primary purpose of the Code of Conduct is to identify for all students, their parents/guardians/legal custodians, and staff members, the following:

- A. What types of student behavior will constitute student misconduct,
- B. The types of disciplinary consequences that may be imposed for student misconduct,
- C. The infractions that require police contact (though law enforcement may be called for any infraction),
- D. Which types of student misconduct may result in a recommendation for an expulsion.

The Code of Conduct applies to all students, all schools, and all alternative educational programs and alternative educational sites within the School District of Beloit. It applies on all school district property, including sidewalks, playground, and parking lots, to all school district activities regardless of the location of those activities, and to all school district sponsored transportation. The Code of Conduct shall be enforced in compliance with all relevant state and federal laws.

**II. Jurisdiction for Use of the Code of Conduct:** Administrators employed by the School District of Beloit have the legal authority to impose disciplinary consequences when a student engages in misconduct of the following nature:

- A. Repeated refusal or neglect to obey school rules;
- B. Knowingly conveying or causing to be conveyed any threat or false information concerning an attempt, alleged attempt being made,
- C. Engaging in conduct while at school or while under the supervision of a school authority which endangers the property, health or safety of others, which includes making a threat to the health or safety of a person or making a threat to damage property;
- D. Engaging in conduct while not at school or while not under the supervision of a school authority which endangers the property, health or safety of others at school or under the supervision of a school authority;
- E. Endangering the property, health or safety of any employee or school board member of the school district in which the student is enrolled, which includes making a threat to the health or safety of a person or making a threat to damage property; and
- F. A pupil who is at least 16 years old, if the pupil repeatedly engaged in conduct while at school or while under the supervision of school authorities that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or at an activity supervised by a school authority and that such conduct is not within any other grounds for an expulsion hearing;
- G. Possession of a firearm, as defined in 18 USC 921(a)(3) while at school or while under the supervision of a school authority;
- H. For any other reason provided by law.

Administrators employed by the School District of Beloit have the legal authority to impose disciplinary consequences when a student engages in misconduct that violates policies of the School District of Beloit.



**III. Discipline-Related Definitions:** The following definitions apply to the Code of Conduct:

**Aggressive Physical Contact With a Staff Member**

Intentional or unintentional use of physical force directly against or affecting a staff member or any other adult who is legitimately exercising authority under the supervision of school authority. It includes, but is not limited to, pushing and slapping.

**Intentional Use of Force** – Situations where a student:

- (1) deliberately initiates a use of force directly against a staff member or other adult for any reason;
- (2) intentionally provides active physical resistance to the direction of the adult to the point where the adult is injured or where there was a direct and substantial risk of bodily injury to the adult; or
- (3) uses force against a staff member or other adult by an act done with the intent to use force against another person in circumstances where it could have been reasonably anticipated that the intentional use of force may affect a staff member or other adult.

**Alcohol – Possession/Use or Under the Influence**

As defined in Board of Education Policy 443.4, possessing, using, or attending school or any school related activity under the influence of alcoholic beverages.

**Alcohol – Distribution/Intent to Distribute/Participation on Any Portion of a Transaction Involving Alcohol**

As defined in Board of Education Policy 443.4, exchanging, distributing, selling, giving away; or possessing with the intent of exchanging, distributing, selling, giving away alcohol or a substance that is represented as alcohol.

**Arson**

Intentionally damaging or attempting to damage any school or personal property by fire or incendiary device. Firecrackers, fireworks, matches and lighters are included in this category if they are factors in a damaging fire.

**Bullying**

As defined in Board of Education Policy 443.72, bullying includes cyber bullying and cyber stalking.

**Cheating/Lying/Forgery/Plagiarism**

Unfairly, improperly or illegally enhances a grade on an individual assignment or a course grade. The following is a list of behaviors that can constitute academic dishonesty. The Board of Education is aware that new forms of cheating plagiarism and other forms of dishonesty may arise and therefore, expects every student to interpret the requirement of academic honesty and integrity broadly and in good faith. The Board of Education requires that each teacher review this policy with his/her students.

- (1) Willful or deliberate unauthorized use of the work of another person for academic purposes, or unauthorized use of notes or other material in the completion of an academic assignment or test;
- (2) intentionally providing false or misleading information to, or withholding valid information from a school employee, including falsifying attendance information;
- (3) the making of a false or misleading written communication to a school staff member with either the intent to deceive the staff member or under circumstances which would be reasonably calculated to deceive the staff member.

**Classroom Disruption (Brief/Minor)**

Conduct or behavior that interferes with or disrupts the teaching/learning process.

**Computer, Computer System, or Tablet Device Misconduct Inappropriate Use –**

Any unauthorized use of the district computer system or tablet device that includes, but is not limited to sending, posting or attempting to send or post harmful text or images using the internet; viewing, exploring, printing, sending or attempting to send obscene, lewd, vulgar, profane text or images; unauthorized intrusion into files or works of others, copying, damaging, destroying or deleting the works of others; visiting chat rooms, chat groups, bulletin boards or playing games, music or other audible sounds or loading software on district tablet devices or computers without prior consent of a staff member.

**Serious Misuse** –includes, but is not limited to - intentionally disrupting or attempting to disrupt the operation of the system; interfering or attempting to interfere with the ability of other users to effectively use the system; damaging, destroying, modifying or attempting to damage, destroy or modify computer data or programs, including the hardware, applications and software components of a tablet device, computer or computer system, etc.; accessing and/or posting or attempting to access and/or post restricted confidential information such as a person's social security number, confidential student records, passwords, data, messages, etc.; disclosing or attempting to disclose restricted access codes or other restricted access information to unauthorized persons; intentionally placing a virus or key logging software application on the system; hacking or attempting to hack into the system; using or attempting to use the system to engage in any illegal conduct. This section also covers the serious misuse of non - district tablet device or computer resources where the use invokes the disciplinary jurisdiction of the district. This section also covers conduct in the category of Inappropriate Use that is of a serious nature.

### **Dangerous Weapons (not firearms)**

Any device, instrument, material, or substance, that is used for, or is readily capable of causing death or serious bodily injury, except that such a term does not include a pocketknife with a blade of less than 2.5 inches in length. Dangerous weapons include, but are not limited to a knife with a blade length of 2.5 inches or more; a knife having a blade which opens by pressing a button, spring or other device in the handle or by gravity or by a thrust or movement; metallic knuckles or knuckles of any substance which could be put to the same or similar effect as metallic knuckles; a nunchaku (nunchuks) or any similar weapon consisting of 2 sticks of wood, plastic or metal connected at one end by a length of rope, chain, wire or leather; a cestus or similar material weighted with metal or other substance and worn on the hand; a shrunken or any similar pointed star like object intended to injure a person when thrown; a chain having weighted ends; BB or pellet guns which expel a missile by the expansion of compressed air or other gas, or a facsimile firearm, which means any replica, starter pistol or other object that bears a reasonable resemblance to or that reasonably can be perceived to be an actual firearm.

### **Disrespect**

Conduct or behavior that lacks regard, civility, politeness, and/or consideration that goes beyond the bounds of acceptable student behavior.

**Minor Disrespect** may include but is not limited to, teasing, name calling, gossiping, spreading or starting rumors, and purposely embarrassing or humiliating another student or adult.

**Major Disrespect** is disrespect is of a more serious nature.

### **Dress Code**

As stated in Board of Education Policy 443.1, 443.1 Rule 1 and 443.1 Rule 2, dressing or grooming in a manner which disrupts or may disrupt teaching or learning, or which poses a risk to security, health or safety.

### **Drugs – Possession/Under the Influence**

As stated in Board of Education Policy 443.4, possessing, attending school, or any school related activity under the influence of any illegal drugs, other controlled substances, unauthorized prescription drugs, look-alikes or synthetic substances or drug paraphernalia.

### **Drugs – Use at School**

As stated in Board of Education Policy 443.4, using any illegal drugs, other controlled substances, unauthorized prescription drugs, look-alikes or synthetic substances while at school or a school-sponsored activity.

### **Drugs – Distribution/Intent to Distribute/Participation In Any Portion of a Transaction Involving Drugs**

As stated in Board of Education Policy 443.4, exchanging, distributing, selling, giving away; or possessing with the intention of exchanging, distributing, selling, or giving away illegal drugs, other controlled substances, unauthorized prescription drugs, look-alikes or synthetic substances.

### **Electronic Devices**

Student Use of a cell phone, tablet device, two-way communication device, or any device with the capability to capture/record voice or image information, including any related equipment to such devices when use is not permitted by the building principal or designee, during the school day.

### **Expulsion**

As stated in Board of Education Policy 447.3, the most severe disciplinary consequence that can be imposed for student misconduct is expulsion. The decision whether to expel is made by the Board of Education, and the decision whether to expel or not is made after an Expulsion Hearing. The effect of an expulsion is to deprive the expelled student of the privilege of attending school within the School District of Beloit for a specified period of time. State law allows all other school districts to exclude students expelled in one school district from the educational programs in another school district.

### **False Fire Alarm/Bomb Threats**

Initiation of false fire alarms, false bomb threats, remarks, notes or phone calls which cause police or fire department personnel to appear at school for no valid reason.

### **Fighting**

Violent physical contact, such as blows with fists, which occurs mutually between two or more individuals.

*Note: Self-defense is described as an action taken to block an attack by another person or to shield yourself from being hit by another person. Retaliating by hitting a person back is not self-defense and is considered fighting.*

### **Possession of Firearm/Explosive Device**

Refers to any weapon that is designed to (or may readily be converted to) expel a projectile by the action of an explosive. This includes handguns, shotguns, rifles and other firearms as described in USC Title 18, Section 921(a). It also includes bombs, grenades, mines, rockets, missiles, pipe bombs, or similar devices designed to explode and capable of causing bodily harm or property damage.

### **Gambling**

Playing any game of chance or skill for money or items of value.

### **Gang Related Activity**

Student misconduct may also constitute gang activity if it meets all of the following criteria: (1) The student belongs to or associates with (2) a group of three or more people who band together under a common identifying symbol, sign, or name, and (3) the student, while under the supervision of a school authority, participates in a separate violation listed in the Code of Conduct to further an implicit or explicit goal of the gang/group.

***Gang activity is an enhancement to a primary violation of another rule of student behavior.***

### **Harassment / Bullying on the Basis of Ancestry**

Refers to intimidation or abusive behavior toward a student based on actual or perceived ancestry. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful or humiliating. Bullying on the basis of family descent constitutes ancestry harassment.

### **Harassment / Bullying on the Basis of Creed**

Refers to intimidation or abusive behavior toward a student based on actual or perceived creed, or set of fundamental beliefs. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful or humiliating. Bullying on the basis of creed constitutes harassment.

**Harassment / Bullying on the Basis of Disability**

Refers to intimidation or abusive behavior toward a student based on actual or perceived disability. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating. Bullying on the basis of disability constitutes disability harassment.

**Harassment / Bullying on the Basis of National Origin**

Refers to intimidation or abusive behavior toward a student based on actual or perceived national origin. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful or humiliating. Bullying on the basis of an individual's place or origin, or because an individual has the physical, cultural or linguistic characteristics of a national origin group constitutes harassment.

**Harassment / Bullying on the Basis of Pregnancy, Marital or Parental Status**

Refers to intimidation or abusive behavior toward a student based on actual or perceived pregnancy, marital or parental status. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful or humiliating. Bullying on the basis of pregnancy, marital or parental status constitutes harassment.

**Harassment / Bullying on the Basis of Race or Color**

Refers to intimidation or abusive behavior toward a student based on actual or perceived race or color. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful or humiliating. Bullying on the basis of race or color constitutes harassment.

**Harassment / Bullying on the Basis of Religion**

Refers to intimidation or abusive behavior toward a student based on actual or perceived religion. Harassing conduct may take many forms, including verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating. Bullying on the basis of religious affiliation constitutes harassment.

**Harassment / Bullying on the Basis of Sex**

Includes sexual harassment or bullying and gender-based harassment or bullying. Sexual harassment or bullying is unwelcome conduct of a sexual nature, such as unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Gender-based harassment or bullying is nonsexual intimidation or abusive behavior toward a student based on the student's actual or perceived sex, including harassment based on gender identity, gender expression, and nonconformity with gender stereotypes. Harassing conduct may take many forms, including verbal acts and name calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful or humiliating. Both male and female students can be victims of harassment or bullying on the basis of sex, and the harasser or bully and the victim can be of the same sex. Bullying on the basis of sex constitutes sexual harassment.

**Harassment / Bullying of the Basis of Sexual Orientation**

Refers to intimidation or abusive behavior toward a student based on actual or perceived sexual orientation. Harassing conduct may take many forms, including sexual harassment, verbal acts and name-calling, as well as non-verbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating. Bullying on the basis of an individual's emotional and/or physical attraction to another person based on the gender expression and / or identity of the other person constitutes harassment.

**Harassment, Discriminatory**

As stated in Board of Education Policy 411.1, 411.2 and 411.3, repeated, or an isolated significant event, of physical and/or verbal conduct or communication that creates an intimidating, hostile, or offensive educational or work environment based on another person's sex, color, religion, profession or demonstration of belief or non-belief, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental emotional or learning disability.

**Harassment, Nondiscriminatory**

As stated in Board of Education Policy 411.3, repeated, or an isolated significant event, of bullying, hazing, attacking, teasing or annoying another student or group of students or other persons in such a way that it creates an intimidating or hostile educational or work environment.

**Horseplay**

Conduct or behavior that does not cause injury but interferes with or disrupts the orderly process of the school environment, a school function or extracurricular/co-curricular activity.

**Illegal or Unauthorized Recording** – Illegal or unauthorized recording of voice or image of any other student, staff member or other person.

**Inciting/Instigating Disruptions**

Inciting, instigating or causing disruptions to the learning environment.

**Insubordination (1<sup>st</sup> or 2<sup>nd</sup> offense)**

Refusal or failure to comply with a direction in a classroom setting that minimally disrupts.

**Open Defiance** is verbal or non-verbal refusal to comply with school rules or directions from school staff that disrupts the educational environment.

**Gross Insubordination** is willful refusal to submit to or comply with authority; exhibiting contempt or open resistance to a direct order or repeated verbal or non-verbal refusal to comply with school rules or directions from school staff.

**Littering**

Throwing or leaving waste, trash, debris or other litter on school property, other than in an authorized receptacle.

**Loitering**

Being present in any school building at a time or in a manner not usual or permitted, including restricted areas and times.

**Weapons or Objects That May Be Used as Weapons**

Any device or instrument, including any non - conventional weapon, which, in the manner it is used or intended to be used, is calculated or likely to produce any degree of bodily harm or fear of any degree of bodily harm. Other weapons (not a firearm or other dangerous weapon) include, but are not limited to knives or other cutting instruments with blades under 2.5 inches in length, "air soft" guns, pepper spray, fireworks, and smoke bombs, etc.

**With Intent** means:

- (1) possession coupled with intent to use, threat to use, attempt to use or actual use of the weapon to cause bodily harm to another person or;
- (2) possession of a weapon by a student who knowingly transfers or intentionally provides access to the weapon to another person (other than giving the weapon to an adult for safety).

**Physical Altercation**

Minor physical contact between two or more students that is harmful or disruptive but is quickly deescalated and does not result in any physical injury.

### **Physical Attack**

An actual and intentional touching or striking of another person against his/her will, or the intentional causing of bodily harm to an individual.

#### **With a Firearm or Explosive Device**

Actual and intentional touching or striking of another person against his/her will, or the intentional causing of bodily harm to an individual with any weapon that is designed to (or may readily be converted to) expel a projectile by the action of an explosive. This includes guns, bombs, grenades, mines, rockets, missiles, pipe bombs, or similar devices designed to explode and capable of causing bodily harm or property damage.

#### **With a Weapon**

Actual and intentional touching or striking of another person against his/her will, or the intentional causing of bodily harm to an individual with any instrument or object used with the intent to injure or cause bodily harm. This may include look-alikes.

### **Possession or Smoking and Other Use of Tobacco or Nicotine Product**

Possession, use, sale or distribution of tobacco or Nicotine products, including smokeless tobacco or electronic cigarette (or e-cigarette) or other electronic nicotine delivery system (ENDS), in accordance and conjunction with State Statute 101.123, Wisconsin Act 12.

### **Profane or Obscene Language/Gestures/Materials (1<sup>st</sup> offense)**

The use of either oral or written language, electronic messages, computers, gestures, objects or pictures that are disrespectful or socially unacceptable and that tend to disrupt the school environment. Severity of the offense could move this to a Level II.

### **Profane or Obscene Language/Gestures/Materials (2<sup>nd</sup> or subsequent offense)**

Any profane or abusive language/materials directed at a staff member, or the 2<sup>nd</sup> or subsequent offense of either oral or written language, electronic messages, computers, gestures, objects or pictures that are disrespectful or socially unacceptable and that tend to disrupt the school environment.

### **Rape**

Forced sexual intercourse or penetration from a foreign object. Both male and female students can be victims of rape.

### **Repeated Misconduct of a Less Serious Nature**

Repeated misconduct that disrupts an orderly school environment.

### **Repeated Misconduct of a More Serious Nature**

Repeated misconduct that substantially disrupts an orderly school environment.

### **Robbery**

Taking or attempting to take anything of value that is owned by another person or organization, under confrontational circumstances by force or threat of force or violence and/or by putting the victim in fear. The key difference between robbery and theft is that robbery involves threat or battery.

#### **With a Weapon**

Robbery involving any instrument or object used with the intent to threaten, injure, and cause serious bodily harm. This includes look-alikes if they are used to threaten others.

#### **With a firearm/explosive device**

Robbery involving any weapon that is designed to (or readily converted to) expel a projectile by the action of an explosive. This includes guns, bombs, grenades, mines, rockets, missiles, pipe bombs, or similar devices designed to explode and capable of causing bodily harm or property damage.

### **Sexual Battery**

An incident that includes threatened rape, fondling, and indecent liberties. Both male and female students can be victims of sexual battery. Classification of these incidents should take into consideration the age and developmentally appropriate behavior of the offender(s).

### **Sexual Conduct or Harassment**

As stated in Board of Education Policy 411.1, any sexually - oriented conduct, which creates an offensive, hostile or intimidating school environment or substantially interferes with a student's school performance. Some examples of conduct which create such an environment or interference are as follows:

**Verbal harassment:** This may include, but is not limited to, discussing sexual activity, commenting inappropriately about an individual's body or appearance, telling "sexual jokes" or any other tasteless sexual - oriented comments, innuendoes, gestures or actions that may offend others.

**Display of inappropriate gestures or sexually graphic or illicit materials:** This includes but is not limited to, photographs, drawings, movies, videos, websites, posters and so forth, regardless of their form.

**Engaging in sexual activity in the presence of others:** This includes but is not limited to touching oneself or others in a sexually suggestive or sexually gratifying manner. It also includes voluntary sexual contact between students.

**Request or demands for sexual favors:** This includes, but is not limited to, subtle or blatant expectations, pressures or requests for any type of sexual favor which may or may not be accompanied by an implied, stated promise of preferential treatment or threat of negative consequences.

**Unwelcome physical contact:** This includes, but is not limited to, inappropriate 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.

### **Tardiness/Absenteeism/Truancy**

As stated in Board of Education Policy 431, arriving at school or class after the designated time without permission and without an acceptable excuse; being absent from school for a full or partial day without permission and without an acceptable excuse.

### **Theft/Defacement/Damage or Possession of Stolen Property [or School property]**

- (1) Taking property belonging to the school or any individual or group without prior permission
- (2) with the intent to deprive the owner of the property;
- (3) maliciously and intentionally misusing, destroying, defacing or causing damage to school property or the property of others.
- (4) having in one's possession property obtained without permission of the owner.

### **Threats/Intimidation**

The verbal, written, or physical threat to do harm or violence to another student(s) or to the property of another person. This includes posturing and other pre-fight behavior.

### **Threats or Intimidating Acts of a Serious Nature**

Serious threats to a student, staff member, or other individual who is present or acting within the school's jurisdiction. Serious threats include intentionally engaging in conduct that places another person in reasonable apprehension of bodily harm. Such threats may involve non - verbal aggression/intimidation or verbal or written statements and may or may not involve physical contact or an attempt to cause bodily harm. Very serious acts of non-physical bullying/harassment, due to their nature and/or repetition, may be determined to constitute a "serious threat."

### **Threat of Physical Attack with a Firearm or Explosive Device**

Displaying, brandishing, or discharging a firearm or explosive device, but with no actual physical contact of any person. A threat is made in person. Threats made over the telephone, through social media or threatening letters are excluded. A threat of physical attack using words that refer to a firearm or explosive device would not be considered a threat with a firearm or explosive device.

### **Threat of Physical Attack with a Weapon**

Displaying, brandishing, or discharging a weapon, but with no actual physical contact of any person. A threat is made in person. Threats made over the telephone or threatening letters are excluded. A threat of physical attack using words that refer to a weapon would not be considered a threat with a weapon.



### **Trespassing**

Being in a school building or on school grounds without permission or refusing to comply with a request to leave school premises. Being on school grounds during a suspension or expulsion period without prior permission of an administrator is considered trespassing.

### **Suspension**

As stated in Board of Education Policy 447.3

**“In - school suspension”** means the temporary removal of a student from his/her regular classroom(s) to another supervised learning area for up to five days.

**“Out - of - school suspension”** means the removal of a student from the school building and grounds for up to five days. If a suspended student is recommended for an expulsion hearing, the number of days of suspension may be extended to ten days, prior to the Expulsion Hearing.

## **IV. Student Misconduct:**

- A. There are four levels of discretionary discipline and each violation of the Code of Conduct has been assigned to a level. After determining the facts of each situation, and considering the discretionary disciplinary criteria, the Administrator will exercise discretion and determine appropriate discipline for the student.

***In those situations where bodily injury or property damage has occurred, or the learning environment has been severely disrupted, the administrator may elect to impose a disciplinary consequence more severe than that which is identified for the specific Code of Conduct violation(s). Any infraction that appears to have gang overtones will receive more severe consequences, up to and including, a recommendation for expulsion.***

- B. Allowance is to be made for limited modifications of disciplinary actions for grades K-5. Any significant modifications must receive approval from the Superintendent or designee. Consequences are not to exceed the maximum allowed by the Code of Conduct.

- C. **Before making referrals for administrative hearing, the Administrator may consider the student's willingness to comply with recommendations for in-district AODA education and/or counseling.**

## **V. Disciplinary Options Available:** As stated in Board of Education Policy 447.3

- A. Discretionary Disciplinary Options:

1. In school options – The options include: verbal warning behavioral reflection time, detention, in school suspension, written or telephone contact with the parent/guardian/legal custodian, in person conference between the Administrator and the parent/guardian/legal custodian and student, parent shadowing, referral to appropriate city and/or county agency, restitution, and writing a letter of apology or providing a verbal apology.
2. Out of school options – The options include: suspensions, alternative school placements, community services (assessment and/or counseling) and suspensions with a recommendation for an expulsion hearing.

- B. Mandatory Disciplinary Option:

1. For violations of the Code of Conduct that are Level 4, the administrator shall suspend for five days and request an administrative hearing.

## **VI. Discretionary Disciplinary Criteria** – For those situations involving student misconduct in which there is not a requirement that the student be recommended for an administrative hearing, the Administrator will determine the appropriate disciplinary consequence, which may include a referral for administrative hearing. The Administrator will take into account, at a minimum, the following factors when deciding upon what form and amount of discipline is appropriate:

- A. The emotional and mental developmental level and maturity of the student,
- B. The severity of the misconduct involved (was anyone physically injured or emotionally harmed),
- C. Whether the learning environment was disrupted,

- D. Whether property was damaged, destroyed, defaced or lost,
- E. Whether safety of students or staff was jeopardized,
- F. Whether the student had previously committed the same violation of the Code of Conduct,
- G. Whether the student had previously committed violations of a similar nature (disruption of learning environment, violent aggression against others) of the Code of Conduct.
- H. The discipline imposed upon other students for the same violation(s).

**VII. Voluntary Surrender of Dangerous Items:** A student who possesses a weapon, knife or other cutting instrument, illegal drugs or controlled substance, or other inappropriate item or material, and voluntarily turns it in to a school staff member before threatening to use it, actually using it, or giving it to another student, and before being discovered in possession of it by a staff member, may or may not be subject to discipline for possession of the object.

**VIII. Levels of Discretionary Disciplinary Options:** There are four levels of discretionary discipline and each violation of the Code of Conduct has been assigned to a level:

**Level 1** infractions are teacher managed with administrator support and are minor acts of misconduct that interfere with the orderly operation of the classroom, a school function, extra-curricular/co-curricular program or approved transportation. These infractions are typically handled in the classroom using options listed in V. A. 1.

**Level 2** infractions are administrator managed with teacher involvement and are intermediate acts of misconduct that are more serious or disruptive examples of the offenses in Level 1. They include repeated misconduct acts from Level 1 and endangering the health or safety of others. These infractions are typically handled in the school or classroom using options listed in V. A. 1. *Disciplinary actions are subject to administrative discretion.*

**Level 3** infractions are administrator managed with teacher notification and are major acts of misconduct. They include repeated misconduct acts from Level 2; serious disruption of school order, threats to the health, safety, and property of others, and other acts of serious misconduct. These infractions typically lead to out-of-school options like suspension, as listed in V. A. 2. *Disciplinary actions are subject to administrative discretion.*

**Level 4** acts of misconduct are the most serious and require referral for an administrative hearing. Any Level 4 act is grounds for expulsion and will result in a mandatory 5 day out-of-school suspension. An Administrative Hearing shall be held with the hearing officer within 5 days of the referral.

In those situations where serious bodily injury or property damage has occurred, or the learning environment has been severely disrupted, the Administrator may elect to impose a disciplinary consequence more severe than that which is identified for the specific Code of Conduct violation(s).

#### Infraction Matrix

Infraction	Code	Police Notification Required
Aggressive Physical Contact with a Staff Member – Intentional	401	*
Aggressive Physical Contact with a Staff Member – Unintentional	301	
Alcohol Possession/Use/Under the Influence	201	*
Alcohol Distribution/Intent to Distribute/Participation in any Portion of a Transaction Involving Alcohol	302	*
Arson	402	*
Bullying 1 <sup>st</sup> offense	202	
Bullying 2 <sup>nd</sup> offense or more, or more serious nature	303	
Cheating/Lying/Forgery /Plagiarism	203	
Classroom Disruption (Brief/Minor)	101	
Computer, Computer System or Tablet Device – Misconduct Inappropriate Use	204	
Computer, Computer System or Tablet Device – Serious Misuse	304	
Dangerous Weapons (other than firearms)	404	*
Disrespect - Major	205	
Disrespect – Minor	102	

Dress code	103	
Drug Possession/Under the influence	206	*
Drug Use at School	305	*
Drug Distribution/Intent to Distribute/Participation in any Portion of a Transaction Involving Look Alike/Counterfeit Drugs	306	
Drug Distribution/Intent to Distribute/Participation in any Portion of a Transaction Involving Illegal Drugs	405	*
Electronic Devices	104	
False Fire Alarm/ Bomb Threats	406	*
Fighting	307	*
Fighting Requiring the Physical Intervention of One or More Staff Members	308	*
Possession of Firearm/Explosive Device	407	*
Gambling	207	
Gang Related Activity (as an enhancement to a primary additional violation only)	E	
Harassment / Bullying on the basis of ancestry – 1 <sup>st</sup> Offense	227	
Harassment / Bullying on the basis of ancestry – 2 <sup>nd</sup> Offense or more	327	
Harassment / Bullying on the basis of creed – 1 <sup>st</sup> Offense	228	
Harassment / Bullying on the basis of creed – 2 <sup>nd</sup> Offense or more	328	
Harassment / Bullying on the basis of disability – 1 <sup>st</sup> Offense or more	223	
Harassment / Bullying on the basis of disability – 2 <sup>nd</sup> Offense or more	323	
Harassment / Bullying on the basis of national origin – 1 <sup>st</sup> Offense	226	
Harassment / Bullying on the basis of national origin – 2 <sup>nd</sup> Offense or more	326	
Harassment / Bullying on the basis of pregnancy, marital, or parental status – 1 <sup>st</sup> Offense	229	
Harassment / Bullying on the basis of pregnancy, marital, or parental status – 2 <sup>nd</sup> Offense or more	329	
Harassment / Bullying on the basis of race / color – 1 <sup>st</sup> Offense	222	
Harassment / Bullying on the basis of race / color – 2 <sup>nd</sup> Offense or more	322	
Harassment / Bullying on the basis of religion – 1 <sup>st</sup> Offense	225	
Harassment / Bullying on the basis of religion – 2 <sup>nd</sup> Offense or more	325	
Harassment / Bullying on the basis of sex – 1 <sup>st</sup> Offense	221	
Harassment / Bullying on the basis of sex – 2 <sup>nd</sup> Offense or more	321	
Harassment / Bullying on the basis of sexual orientation – 1 <sup>st</sup> Offense	224	
Harassment / Bullying on the basis of sexual orientation – 2 <sup>nd</sup> Offense or more	324	
Harassment, Discriminatory	309	
Harassment, Non - Discriminatory	310	
Horseplay	105	
Illegal or unauthorized recording of voice or image	311	
Inciting/Instigating Disruptions	208	
Insubordination (1 <sup>st</sup> or 2 <sup>nd</sup> offense)	106	
Insubordination – Open Defiance	209	
Insubordination – Gross Insubordination/Repeated Defiance	312	
Littering	107	
Loitering	108	
Weapons or Objects that may be Used as Weapons - With Intent	408	*
Weapons or Objects that may be Used as Weapons	313	
Physical Aggression Against a Student	210	
Physical Altercation	211	
Physical Attack	318	
Physical Attack or Fight with a Firearm or Explosive Device	414	*
Physical Attack or Fight with a Weapon	319	
Possession or Smoking and Other Use of Tobacco or Nicotine Product	212	*
Profane or Obscene Language/Gestures/Materials (1 <sup>st</sup> Offense)	109	
Profane or Obscene Language/Gestures/Materials (2 <sup>nd</sup> or subsequent offense)	213	
Rape	409	*

Repeated Misconduct of a Less Serious Nature	214	
Repeated Misconduct of a More Serious Nature	314	
Robbery Without a Weapon	411	*
Robbery With a Weapon	412	*
Robbery With a Firearm/Explosive Device	413	*
Sexual Battery	410	*
Sexual Conduct or Harassment	315	
Tardiness/Absenteeism/Truancy	215	
Theft/Defacement/Damage or Possession of Stolen Property	316	
Threats/ Intimidation	216	
Threats or Intimidating Acts of a Serious Nature	317	
Threats of Physical Attack With a Firearm or Explosive Device	415	*
Threats of Physical Attack With a Weapon	320	
Trespassing	217	

INFRACTION LEVEL 1	INFRACTION LEVEL 2	INFRACTION LEVEL 3	INFRACTION LEVEL 4
101 Classroom Disruption (Brief/Minor)	201 Alcohol Possession/ Use/Under the Influence	301 Aggressive Physical Contact with a Staff Member – Unintentional	401 Aggressive Physical Contact with a Staff Member – Intentional
102 Disrespect – Minor	202 Bullying 1 <sup>st</sup> Offense	302 Alcohol Distribution/ Intent to Distribute/ Participation in any Portion of a Transaction Involving Alcohol	402 Arson
103 Dress Code	203 Cheating/Lying/ Forgery/Plagiarism	303 Bullying – 2 <sup>nd</sup> Offense or more, or more serious nature	
104 Electronic Devices	204 Computer, Computer System or Tablet Device Misconduct – Inappropriate Use	304 Computer, Computer System or Tablet Device Misconduct – Serious Misuse	404 Dangerous Weapons (other than firearms)
105 Horseplay	205 Disrespect – Major	305 Drug Use at School	405 Drug Distribution/Intent to Distribute/Participation in any portion of a Transaction Involving Illegal Drugs
106 Insubordination (1 <sup>st</sup> or 2 <sup>nd</sup> Offense)	206 Drug Possession/ Under the Influence	306 Drug Distribution/Intent to Distribute/ Participation in any Portion of a Transaction Involving look Alike/ Counterfeit Drugs	406 False Fire Alarm/ Bomb Threats
107 Littering	207 Gambling	307 Fighting	407 Possession of Firearm/ Explosive Device
108 Loitering	208 Inciting/Instigating Disruptions		408 Weapons or Objects that May be Used as Weapons – With Intent
109 Profane or Obscene Language/Gestures/ Materials (1 <sup>st</sup> Offense)	209 Insubordination – Open Defiance	309 Harassment, Discriminatory	409 Rape
		310 Harassment, Non-Discriminatory	410 Sexual Battery
	211 Physical Altercation	311 Illegal or Unauthorized Recording of Voice or Image	411 Robbery Without a Weapon
	212 Possession or Smoking and Other Use of Tobacco or Nicotine Product	312 Insubordination – Gross Insubordination/ Repeated Defiance	412 Robbery With a Weapon
	213 Profane or Obscene Language/ Gestures/ Materials (2 <sup>nd</sup> or subsequent offense)	313 Weapons or Objects that may be Used as Weapons	413 Robbery with a Firearm/ Explosive Device
	214 Repeated Misconduct of a less Serious Nature	314 Repeated Misconduct of a More Serious Nature	414 Physical Attack or Fight with a Firearm or Explosive Device
	215 Tardiness/ Absenteeism/ Truancy	315 Sexual Conduct or Harassment	415 Threats of Physical Attack with a Firearm or Explosive Device
	216 Threats/ Intimidation	316 Theft/ Defacement/ Damage or Possession of Stolen Property	
	217 Trespassing	317 Threats or Intimidating Acts of a Serious Nature	
	221 Harassment / Bullying on the basis of sex – 1 <sup>st</sup> Offense	318 Physical Attack	
	222 Harassment / Bullying on the basis of race / color – 1 <sup>st</sup> Offense	319 Physical Attack or Fight With a Weapon	
	223 Harassment / Bullying on the basis of Disability – 1 <sup>st</sup> Offense	320 Threats of Physical Attack With a Weapon	
	224 Harassment / Bullying on the basis of sexual orientation – 1 <sup>st</sup> Offense	321 Harassment / Bullying on the basis of sex – 2 <sup>nd</sup> Offense or more	
	225 Harassment / Bullying on the basis of religion – 1 <sup>st</sup> Offense	322 Harassment / Bullying on the basis of race / color – 2 <sup>nd</sup> Offense or more	

<b>INFRACTION LEVEL 1 (cont'd)</b>	<b>INFRACTION LEVEL 2 (cont'd)</b>	<b>INFRACTION LEVEL 3 (cont'd)</b>	<b>INFRACTION LEVEL 4 (cont'd)</b>
	226 Harassment / Bullying on the basis of national origin – 1 <sup>st</sup> Offense	323 Harassment / Bullying on the basis of disability – 2 <sup>nd</sup> Offense or more	
	227 Harassment / Bullying on the basis of ancestry – 1 <sup>st</sup> Offense	324 Harassment / Bullying on the basis of sexual orientation – 2 <sup>nd</sup> Offense or more	
	228 Harassment / Bullying on the basis of creed – 1 <sup>st</sup> Offense	325 Harassment / Bullying on the basis of religion – 2 <sup>nd</sup> Offense or more	
	229 Harassment / Bullying on the basis of pregnancy, marital, or parental status – 1 <sup>st</sup> Offense	326 Harassment / Bullying on the basis of national origin – 2 <sup>nd</sup> Offense or more	
		327 Harassment / Bullying on the basis of ancestry – 2 <sup>nd</sup> Offense or more	
		328 Harassment / Bullying on the basis of creed – 2 <sup>nd</sup> Offense or more	
		329 Harassment / Bullying on the basis of pregnancy, marital, or parental status – 2 <sup>nd</sup> Offense or more	



# School District of Beloit Board of Education Report

April 24, 2018

## *I. BASIC INFORMATION*

**Topic or Concern:** Employment Actions - Exhibit A – April 24, 2018

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

**Your Name and Title:** Tracey Caradine, 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.



April 24, 2018

Name	Location	Assignment	Effective	FTE	Notes	Salary	Other salary info
NEW EMPLOYMENT							
Substitutes							
John Baumgartner	Varies	Sub Security Officer	4/26/2018			21.00	per hour
Heather Harper	Varies	Sub Teacher	4/26/2018			105.00	per day
Daphne Jones	Varies	Sub Para Educator	4/26/2018			10.78	per hour
Kevin Murph	Varies	Sub Para Educator	4/26/2018			10.78	per hour
Coaches/Extra Curricular - Addendums							
Larry Blake	Fruzen	Intermediate Boys Track Coach	4/16/2018			1,428.00	
Mattie Breidenstein	Fruzen	Team Leadership - Grade 8	8/24/17 to 4/18/18		Pro-rated	1,212.10	
June Duzinske	Fruzen	Team Leadership - Grade 8	4/19/18 to 6/8/18		Remainder of contract	287.90	
Kaela Harteau	Fruzen	Gay Straight Alliance	8/24/2017			800.00	
Pirarre Miller	Fruzen	Intermediate Boys Track Coach	4/16/2018			1,266.00	
Kyle Morris	McNeel	Noon Supervision	3/21/2018			535.75	pro-rated
Timothy Duffy	Memorial	Spring Strength and Conditioning Coach	3/5/2018			551.00	
REHIRE							
Professional Educators							
Linda Bailey	District	Vision/Orientation & Mobility	8/23/2018	100%	was on 1-year, rehired for 2018-2019 permanent contract	56,117.00	
Tyree Gamble	Memorial	School Counselor	8/23/2018	100%	was on 1-year, rehired for 2018-2019 permanent contract	51,604.00	
RETIREMENTS / RESIGNATIONS / LAYOFFS			eff contractual date			Years of Service	
Professional Educators							
Elizabeth Liebert	Converse	Special Ed EC	6/8/2018	100%	resignation	2 years	
Support Staff							
Leora Baremore	Todd	Health Room Assistant	4/27/2018	100%	resignation	3 months	
After School / Other							
Darline Pulliam	Robinson	Crossing Guard	6/6/2018	time card	retirement	7 years	
Substitutes							
Timothy Rickert	Memorial	Permanent Building Sub Teacher	4/13/2018	100%	resignation - staying on as Basketball Coach for 2018-2019	1 year	


  
Dr Darrell Williams, Interim Superintendent


  
Tracey Caradine, Executive Director Human Resources