



School District of Beloit

BOARD OF EDUCATION PURPLE PACKET – July 27, 2018

1. Extended Field Trip, 2018 Inaugural Class Bridge and Build: Sports with a Purpose, Bridge and Build, Milwaukee, WI, August 6-9, 2018
2. Notice of Meeting
 - Special Board Meeting, Tuesday, July 31, 2018, 5:00 p.m., Board Room
 - Board Business Meeting, Tuesday, July 31, 2018, 7:00 p.m., Board Room

NOTES/UNDER SEPARATE COVER

- Links to school newsletters can be found on the Board of Education website on the lower right hand side.

FUTURE BOARD MEETINGS

Infrastructure Committee Meeting, Thursday, August 2, 2018, 5:00 p.m., Superintendent's Office, Room 106

Student Committee Meeting, Tuesday, August 14, 2018, TBD, Superintendent's Office, Room 106

Staff Committee Meeting, Tuesday, August 14, 2018, TBD, Superintendent's Office, Room 106

Communication Committee Meeting, Thursday, August 23, 2018, 2:00 p.m., Superintendent's Office, Room 106

Revised 9-20-05



Date B.O.E. Notified: 7/24/18

EXTENDED FIELD TRIP PERMIT
(Information Must be Typed)

School: Equity Office Date Submitted: 7/24/18

Sponsor(s): Bridge & Build

Grade and/or Subject: High School

Instructional Purpose of Extended Field Trip/Educational Goals:

Career exploration, financial literacy

Destination: Milwaukee, WI Distance: _____

Dates of Trip: August 6th - 9th Number of Participating Students: 5

Adults: 2

Name(s) of Chaperon(s) Participating:

Tasha Bell

To be named

Substitute(s) Needed: ☐ Yes ☒ No

If Yes, Name of Staff Member(s), Grade and/or Subject, and Date(s) Needed:

Name _____ Grade/Subject _____ Date(s) _____

Name _____ Grade/Subject _____ Date(s) _____

Name _____ Grade/Subject _____ Date(s) _____

Financial Arrangements Involved: (check all that apply)

☐ Building Budget Amount:\$ _____ Account No.: _____

Amount:\$ _____ Account No.: _____

☐ Student Contribution Amount:\$ _____

☒ Other Costs Amount:\$ _____ Explain: _____

Covered by Bridge & Build and Equity Office

Fundraising Activities and/or Organizations that will be Solicited for Support: N/A

Explain How Student Costs are Covered if Student is Unable to Afford Cost: N/A

All Number of Free Transports Names: N/A

Transportation:

Bus (Requisition No. _____) ☒ Other (explain): Staff Drivers

Parent Drivers _____

Departure Date/Time: August 6 4:00pm Return Date/Time: August 9th 9:30pm

IMPORTANT: The Administrator of Business Services should be contacted in writing regarding evidence of insurance coverage.

Asst. Supt. Randall Donald G. Childs 7/26/18
Principal Signature and Date Superintendent of Schools Signature and Date

Bridge And Build Boot Camp

August 6th, 2018 - August 9th, 2018

Draft schedule* Subject to change

Bridge and Build: Sports with a Purpose Boot Camp: August 7-9, 2018

University of Wisconsin-Milwaukee School of Public Health

35 high school students from Neenah, Beloit, Madison, Milwaukee and WI Adaptive Sports Assn

Mission: To produce an economically productive and civil society by 2030 by using sports as a hook to motivate, educate and connect youth.

Goal: The boot camp will equip students with basic elements of fiscal literacy, life, entrepreneurship and leadership skills for their development as workers and citizens.

Students will understand:

- Key elements of a work ethic
- The difference between income and wealth (net worth)
- Operational effect of compounding (rule of 72 – doubling your money)
- The entrepreneurship startup process
- The basic elements of a “pitch” (a presentation about an idea or product)
- Private equity vs. publicly traded stocks
- Developing your leadership skills/human capital
- Dreaming big and making it happen

Sports examples and personalities will be used throughout the three days. Sports personalities will interact with students. Some will be instructors. Some will be on video.

A pitch contest will take place on Thursday, August 7 with prizes:

- First: \$200
- Second: \$100
- Third prizes of \$50, \$50
- Fourth prizes: \$20, \$20, \$20, \$20, \$20

Agenda

Monday August 6

4:00 pm Depart from Kolak Education Center
5:30 pm Arrive at Hotel
6:30pm Dinner near hotel
8:00 pm- 10:00pm Free Time
10:30 Lights out

Tuesday, August 7

8:00 am: Doors open at Eleven 25 @ Pabst (1125 N. 9th St, Milwaukee, near the new arena)

10:00 am: UW-Milwaukee School of Public Health (1240 N. 10th St)

- Welcome from the UW-Milwaukee Panthers
- Icebreaker and orientation
- Dream big and making it happen
- The new bling: building wealth

12:00 noon: Lunch with a speaker or video message

1:30 pm: UW-Milwaukee School of Public Health

- The Miracle Mindset – Miracle Day
- Create your perfect week
- Gratitude
- Affirmation and changing your mindset
- Sales
- Creating raving fans
- Plus one
- How to create deep relationships
- Communication and networking
- Givers gain
- Mindset of getting to see and talk to the boss

5:00 pm: Free time

6:00 pm: Dinner

7:00 pm: Eleven 25 @ Pabst

- Character building

9:00 pm: Free time

10:00 pm: Lights out

Wednesday, August 8

7:45 am: Eleven 25 @ Pabst

- Breakfast and announcements
- 8:30 am: UW-Milwaukee School of Public Health
- 8:30 am: Warmup and review
- 9:30 am: Interactive panel: Entrepreneurship
- 10:30 am: Access to capital, including angel capital
- 12:00 noon: Lunch with a speaker or video message
- 1:30 pm: UW-Milwaukee School of Public Health
- Tolls to build your career
- Building your personal brand
- Going through the door and getting the job
- Presentation skills
- Prepping for the pitch
- 5:00 pm: Free time
- 5:30 pm: Social event and dinner
- 7:30 pm: Eleven 25 @ Pabst auditorium
- Using social media to build your brand
- Social media and Bridging and Building through sports
- 10:00 pm: Lights out

Thursday, August 9

- 8:00 am: UW-Milwaukee School of Public Health
- Breakfast and pitch contest
- 10:00 am: Field trip
- 11:30 pm: Lunch: Off the Block Pizza from Mentoring Positives, Madison
- 12:15 pm: Eleven 25 @ Pabst
- Depart for Concordia University – Wisconsin
- 1:30 pm: Concordia University and Kapco Park, home of the Lakeshore Chinooks
- Chinooks baseball entrepreneurship story
- Job shadowing Chinooks interns in the stadium and on the field
- Sports business careers
- Professional sports negotiations: role playing
- 6:35 pm: Chinooks vs. Battle Creek Bombers
- Game food
- Graduation certificates
- Pitch contest awards
- Participation with interns
- 8:00 pm or agreed upon time: Departure

Content: Go for It, Asset Builders of America, WAGET, Junior Achievement, Concordia University, Chinooks. Sports figures: Pro Squared

Bob Wynn, curriculum director, Go for It
Teaching cadre

- Antonio Avry, Junior Achievement
- Daniel Underberg, Concordia University
- Ed Snodgrass, Lakeshore Chinooks;
- Frances Pitt, Milwaukee Area Technical College
- Greg St Fort, Let's Keep Building
- Heidi Calderon, Let's Keep Building
- Gary Vaughan, Lawrence University
- Joe Chapman, Joe Chapman Academy
- Donale Richards, Mentoring Positives
- Shawn Kison, Lakeshore Chinooks
- Charlie Wills, First Weber
- Ben Uphoff, Thrivent Financial
- Dana Gurthrie, Quarles and Brady
- Marc Maculen, Quarles and Brady
- Milwaukee Admirals
- Milwaukee WAVE

Sports cadre (live and video)

- Spencer Tillman
- Lance Kendrick
- Michael Morgan
- Charlie Wills
- George Koonce
- Alando Tucker
- Michael Flowers
- Na'il Diggs
- Chris Barland
- Connor Caloia
- Steve Brandes
- UW-Milwaukee Panthers
- Lakeshore Chinooks
- Milwaukee Admirals
- Milwaukee WAVE

WAGET B&B 2018 proof of concept Plan C 06-25-18.doc draft 8.0



NOTICE OF MEETING

SCHOOL DISTRICT OF BELOIT BOARD OF EDUCATION SPECIAL BOARD MEETING

Date: Tuesday, July 31, 2018
Time: 5:00 p.m.
Location: KOLAK EDUCATION CENTER
Boardroom
1633 Keeler Avenue
Beloit, WI 53511

VISION: To be a school district of choice in the stateline community.

AGENDA

1. Call to Order
2. Approval of Agenda
3. Students

Build a school system of choice by improving student performance in a safe and diverse school atmosphere.

 - 3.1. School Resource Officer Memorandum of Understanding and Code Matrix (30 minutes)
4. Staff

Enhance the work environment so employees feel a sense of worth and value, encouraging others to join the district.

 - 4.1. Possible Closed Session Items* (should the Board of Education vote to go into closed session, they will relocate to Room 106, Superintendent's Conference Room, for closed session items.)
 - 4.1.1. Insurance Continuation (20 minutes)
 - 4.1.2. Personnel Recommendations (20 minutes)
 - 4.1.3. Legal Update (10 minutes)

*A motion **MAY** be made and a vote taken 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.
5. The Board of Education may convene to Public Session in order to take any action, if necessary, on items discussed in closed session.
6. Policy
 - 6.1. 187 Public Participation at Board Meetings (First Reading) (15 minutes)
 - 6.2. 133 Filling Board Vacancies and 133 RULE 1 Board Appointment Procedures (First Reading) (15 minutes)
7. Adjournment

Posted: July 27, 2018



School District of Beloit Board of Education Report

July 13, 2018

I. BASIC INFORMATION

Topic or Concern: School Resource Officer Memorandum of Understanding (SRO MOU) and Code Matrix

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

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

Others assisting you in the presentation: Chief Zibolski, Beloit Chief of Police

My report is for: Action

II. TOPICAL INFORMATION

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

To present revisions to the Code Matrix based upon collaboration with the Beloit Police Department and the School Resource Officer Memorandum of Understanding between the School District of Beloit and the Beloit Police Department is due to be renewed for the 18/19 school year.

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

There are several offenses within the Student Code of Conduct that require police notification. It is important that the definitions of the offenses that require police notification are aligned with the legal definitions.

The School District of Beloit currently sustains a School Resource Officer program in the secondary schools. The term of the current MOU has come to an end and a new MOU is being presented to continue the School Resource Officer program.

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

Revisions made to the Code Matrix need to be updated.

The School District of Beloit works in partnership with the Beloit Police Department to proactively address school safety issues through a School Resource Officer program. Implementing effective SRO programs that support the positive development of youth can be an essential component to creating safe and supportive school environments.

D. What are your conclusions?

District Administration and the Beloit Police Department collaboratively are presenting a revised MOU for the continuation of the School Resource Officer program. Fiscal information is available below.

MOTION: The Board of Education approves the Memorandum of Understanding for the continuation of the School Resource Officer program and the Code matrix.

I propose using an existing budget for the SRO MOU

Long Term Committed Funds? Yes, 4 years

BUDGET LOCATION: 827 District

FISCAL IMPACT: 2018/2019 - \$239,895
2019/2020 - \$247,437
2020/2021 - \$256,985
2021/2022 - \$267,178

(The amounts include the SROs' salary, employee benefits, and clothing allowance).

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE SCHOOL DISTRICT OF БЕЛОIT AND THE CITY OF БЕЛОIT FOR
THE SCHOOL RESOURCE OFFICER PROGRAM**

This Agreement made this 1st day of August, 2018 by and between the City of Beloit, Wisconsin, a municipal corporation, 100 State Street, Beloit, Wisconsin, hereinafter referred to as “City” or “Police Department” and the School District of Beloit, 1633 Keeler Avenue, Beloit, Wisconsin, hereinafter referred to as “School District” (collectively hereinafter “Parties”).

FINDINGS

WHEREAS because society expects schools to meet the needs of youth that range far beyond their education, community resources, such as law enforcement, must reach into the schools to provide expertise in dealing with youth involvement in crime, alcohol and other drugs; and

WHEREAS the school setting provides the police department with an educational environment to offer preventive programs, to improve school safety and the educational climate, and deter youth from involvement in crime, alcohol and other drugs. Such programs may include classroom discussions and lessons regarding human trafficking, cyber-bullying, opioids, dating violence, constitutional issues, school safety, and other community specific topics; and

WHEREAS through a School Resource Officer Program, community resources can be coordinated and focused in an ideal setting for children; and

WHEREAS the primary goals of a School Resource Officer Program are the prevention of crime, to provide a safe learning environment, reduce delinquent acts by educating students about the legal system, teaching respect for people and property, and building positive relationships between police officers and our community’s youth; and

WHEREAS a School Resource Officer (hereinafter “SRO”) is a sworn law enforcement officer who is properly vetted and trained for the position by attending the 40 hour National Association of School Resource Officers (NASRO) Basic SRO course, and attending any additional training deemed appropriate to prepare them to fully understand their role; and

WHEREAS it is necessary and desirable to continue to refine the School Resource Officer Program for the School District; and

WHEREAS a properly organized and conducted School Resource Officer Program will result in a safer school environment via crime prevention efforts, limited enforcement action, an increase in positive non-enforcement interactions between youth and law enforcement officers, and opportunities for students and staff to access a law enforcement officer as a resource for information and education.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby mutually acknowledged, the undersigned Parties agree as follows:

AGREEMENT

I. PURPOSE

The purpose of this Agreement is to set forth guidelines to ensure that law enforcement, school officials, and the communities they serve have a shared understanding of the goals of the School Resource Officer Program. The agreement further defines the financial commitments and other agreed terms and conditions related to the operation of a School Resource Officer Program.

II. TERM AND TERMINATION

- A. **Initial Term.** The initial term of this Agreement shall be for the 2018 – 2019 school year and shall commence on August 1, 2018 and end on July 31, 2019.
- B. **Renewal Term(s).** This Agreement shall be automatically renewed for three successive school-year terms from August 1, 2019 to July 31, 2020, August 1, 2020 to July 31, 2021, and August 1, 2021 to July 31, 2022 unless either party shall give written notice of its election not to renew this Agreement.
- C. **Termination.** Either party may terminate this Agreement by giving written notice to the other Party no later than June 1, 2019 for the August 1, 2019 renewal term, June 1, 2020 for the August 1, 2020 renewal term, and June 1, 2021 for the August 1, 2021 renewal term.

III. BASIC QUALIFICATIONS OF SCHOOL RESOURCE OFFICERS

To be an SRO, an officer shall meet all of the following basic qualifications:

- A. Shall be a full-time, certified, and sworn law enforcement officer with at least one year of law enforcement experience;
- B. Shall possess a sufficient knowledge of the applicable federal and state laws, city ordinances, and Board of Education policies and regulations;
- C. Shall be capable of conducting in depth criminal investigations;
- D. Shall possess even temperament and set a good example for students;
- E. Shall work well with school aged children and school staff; and
- F. Shall possess communication skills which will enable the officer to function effectively within the school environment.

IV. DUTIES OF THE SCHOOL RESOURCE OFFICER

SROs duties shall include, but not limited to, the following:

- A. Protect lives and property for the citizens and public school students of the School District.
- B. Enforce federal, state and local laws and ordinances. SROs shall also be well-versed in the NASRO Triad approach to school policing.
- C. Investigate crimes where juveniles are either victims or defendants, committed on or adjacent to school property.
- D. Recommend counseling, referral, follow-up investigation, child protection, etc. SROs should be equal parts law enforcement officer, educator and mentor.
- E. Liaison activities with school personnel, juveniles and their parents/guardians, service organizations, and the general public. Encourage understanding and cooperation between these groups as they relate to crime control, crime prevention, and crime reporting.
- F. Be familiar with community agencies, such as mental health clinics, drug treatment centers, etc., that offer assistance to dependency- and delinquency-prone youths and their families. Referrals may be made when necessary.
- G. Develop plans and strategies in conjunction with the school principals to prevent and/or minimize dangerous situations which might result in school disruption and student unrest.
- H. Become familiar with School District disciplinary policies and the student code of conduct.
- I. Promote positive working relations between patrol officers and schools.
- J. Serve as a resource for students which will enable them to be associated with a law enforcement figure and role model in the students' environment.
- K. Carry out responsibilities of the Department with respect to the investigation and interviewing of students.
- L. Maintain appropriate boundaries with students in the capacity as an adult mentor, including any use of social media.
- M. Maintain confidentiality regarding student records and information except as required by law.

- N. At no time, however; will SROs be left in charge of the school as an acting administrator. SROs have no authority to make decisions on behalf of the School District.

V. GOALS, OBJECTIVES, AND RESPONSIBILITIES

- A. SROs shall generally not enforce school rules through law enforcement intervention or take part in disciplinary matters. However, if SROs observe behavior that violates the Student Code of Conduct, SROs shall address the behavior and, if it is not corrected, SROs shall refer the student to a building administrator.
- B. SROs shall be an active part in the school community and participate in the collective effort to positively reinforce school expectations via Positive Behavioral Intervention & Support (PBIS) techniques. SROs should be encouraged to engage in crime prevention measures such as mediation and restorative practices. SROs shall not be required to intervene in classroom management issues, but only be requested to respond when criminal/delinquent acts have been committed.
- C. When an incident requires law enforcement involvement, SROs shall conduct their law enforcement investigation and keep school administrators apprised of their findings. SROs and school administrators shall communicate with each other regarding the findings and discuss possible outcomes. The Student Code of Conduct outlines guidance regarding which violations require law enforcement notification. The Student Code of Conduct shall be reviewed annually by Beloit Police Department and School Administration.

VI. EMPLOYMENT AND ASSIGNMENT OF SCHOOL RESOURCE OFFICERS

- A. **Employment Status.** The City shall employ three (3) SROs during the term of this Agreement. The SROs shall be employees of the City and shall be subject to the administration, supervision and control of the City, except as such administration, supervision and control is subject to the terms and conditions of this Agreement. At no time shall the SRO be an employee of the School District.
- B. **Compensation.** The School District agrees to provide and pay SROs salary and employment benefits in accordance with the applicable salary schedules and employment practices of the City for the time spent performing SRO duties for a total 180 days annually. SROs shall be subject to all other personnel policies and practices of the City except as such policies or practices may have to be modified to comply with the terms and conditions of this Agreement.
- C. **Selection and Assignment.** The Police Chief shall select and assign one SRO to Beloit Memorial High School, and two SROs to cover the four intermediate Schools. The Police Chief shall consult with the Superintendent, or designee(s), in the selection of SROs, however, nothing in this Agreement shall be construed to alter the authority of the Police Chief to select and assign SROs in the School Resource Officer Program.

- D. **Supervision.** The Chief, in his sole discretion, shall have the power and authority to supervise and discipline SROs. In the performance of their duties, SROs shall coordinate and communicate with the school principals.
- E. **Chain of Command.**
1. As an employee of the City, SROs shall follow the chain of command as set forth in Police Department policies and procedures. SROs shall report to the SRO Supervisor, who shall serve as the direct supervisor for the Police Department. In the absence of the SRO Supervisor, SROs shall report to an on-duty shift commander.
 2. In matters of school operations, the school principal shall be the direct line of communication for SROs. In the case of conflict between direction from the school principal that deviates from acceptable police procedures or practices, the SRO shall follow the policies and procedures of the Beloit Police Department. Upon realization of the conflict, SROs shall immediately, or as soon as reasonably practical, inform the school principal of the conflict. If the conflict is not resolved, SROs shall notify their direct supervisor who shall discuss the conflict with the school principal.
 3. SROs shall work closely with the school administrative staff. SROs shall communicate daily with the school principal, or designee, by phone or in person to exchange information regarding school safety incidents. SROs may also attend “students of concern meetings” and be a member of the school safety/threat assessment team.
- F. **Absences.** SROs shall notify their assigned School Principal and the SRO Supervisor as to any days in which they are not available due to illness or for any other reason. If absences are known in advance, SROs shall notify the school principal as soon as the absence is approved by the SRO Supervisor.
- G. **Dress Code.** SROs shall be in uniform during SRO assignment. On occasion, SROs may wear casual attire with prior notification to and consent from the school principal and SRO Supervisor. Casual attire shall always include full-duty equipment as required by Police Department policy.
- H. **Supplies and Equipment.**
1. *Patrol Vehicle.* The City shall provide a patrol vehicle for SROs. In addition, the Department agrees to maintain the vehicle assigned to SROs; pay for gasoline, oil, replacement tires and other expenses associated with the operation of the vehicle; and purchase and maintain comprehensive general auto liability insurance in an amount not less than the coverage recommended by the insurance carrier for the City.
 2. *Weapons and ammunition.* The City shall provide the standard issue pistol and rounds of ammunition for SROs.

3. *Office Space and Supplies.* The School District shall provide SROs with access to office space which shall contain a telephone which may be used for general business purposes; a location for files and records which can be properly locked and secured, a desk, a chair, and office supplies; access to a computer; and other supplies and forms required in the performance of SRO duties.
 4. *Ownership.* Property purchased by either the School District or the City shall remain the property of the provider.
- I. **Removal or Reassignment.** The School District may file a written request with the Police Chief for the removal of an officer from the School Resource Officer Program or the reassignment of an SRO to another school. Only the Police Chief may dismiss or reassign an SRO based upon Police Department Rules, Regulations, and/or General Orders and when it is in the best interest of the citizens of the City. In the event of the resignation, dismissal, or reassignment of an SRO, the Police Chief shall provide a temporary replacement for the SRO within thirty (30) calendar days of receiving written notice of such absence, dismissal, resignation, or reassignment. As soon as practicable, a permanent replacement for the SRO position shall be assigned, at the discretion of the Police Chief.

VII. WORK DAYS AND DUTY HOURS

- A. SROs assigned to the School Resource Officer Program shall be available for 175 days during each term of this Agreement. SROs shall also be available for 5 additional days for the purpose of training. On days when school is not in session, SROs shall be assigned to regular police duty with work hours assigned by the Police Chief. It is anticipated that the days when SROs shall not be assigned to SRO activities during the term of this Agreement include, but are not limited to Winter Recess, Spring Recess and Summer Recess.
- B. SROs are expected to avoid absences from school during the school year. It is important that the SROs not be absent during the first and last weeks of school as well as the weeks adjacent to Winter Recess. At the start of each term of this Agreement, the School District shall provide the Beloit Police Department with a copy of the school calendar to facilitate scheduling of SROs for regular police duty.
- C. SROs assigned to the intermediate schools shall generally work alternating days at each of the intermediate schools. To the extent possible, over a two-week period of school, each intermediate school shall have the presence of an SRO in approximately equal amounts. The intent of this paragraph is for staff at each school to have a general idea of when to expect SROs will be located in each of the intermediate schools. The schedule shall be as flexible as necessary for the SROs. SROs shall notify the school principal if the SRO alters from this general guideline.
- D. While performing SRO duties, SROs shall report for duty to their respective schools during the hours that coincide with the school day, normally 8:00 a.m. to 4:00 p.m., or as otherwise agreed to between the City and the School District. The workday shall consist of a maximum of 8 hours, Monday through Friday. If required to work a special event,

SROs shall adjust their hours during the school day, with the prior approval of the SRO Supervisor. In the event SROs exceed 8 hours of work in a day, this time shall be approved by the SRO Supervisor, or shift commander, and the overtime compensation shall be paid by the City.

- E. It is understood and agreed that time spent by SROs attending court and/or criminal cases arising from and/or out their assignment as an SRO shall be considered as hours worked under this Agreement.
- F. It is understood between the Parties that SROs may be called to respond to an emergency or provide assistance to the Police Department during normal school duty hours, which shall not serve to reduce the compensation paid by the School District under this Agreement.

VIII. TRAINING

- A. The Beloit Police Department shall provide training or provide an appropriate resource for training to district administrators and SROs regarding investigative processes.
- B. Safety/Threat Assessment Teams shall be created by the School District and shall include SROs. Members of Safety/Threat Assessment Teams shall be properly trained in how to assess threats and how to determine the level of risk associated with threats.
- C. The Beloit Police Department shall make SROs available for training that shall occur on non-contact days during the school year, subject to staffing needs of the Beloit Police Department and with proper supervisory approval. Such training shall be included in the 180 days of compensation paid under the terms of this Agreement by the School District. The Beloit Police Department shall make every effort to make SROs available for training events that occur contemporaneous with the start and end of the school year. The Beloit Police Department reserves the right to determine when SROs are not available for training.
- D. The School District shall provide SROs with training programs which school security staff and administrators receive, including training related to conflict resolution, crisis de-escalation, Positive Behavioral Supports, restorative practices, trauma-informed practices, mental health, AODA, mandatory reporting, seclusion/restraint training programs, and any other appropriate training program.
- E. The School District shall reimburse the City for SROs to attend one, SRO-specific training per year, up to a maximum cost of \$500 per SRO. Additionally, the School District shall require the building principal, or designee in which SROs are assigned, receive training regarding working with SROs.

IX. SCHOOL DISCIPLINE

SROs shall serve as a visible, active law enforcement figure on school property dealing with law enforcement matters and school code violations originating on school property. As to school code violations, the SRO shall refer the student to the school principal's office for discipline to be meted out by school officials. SROs shall not act as a disciplinarian, as disciplining students is a School District responsibility. However, this shall not be construed to prevent the SRO from sharing information with school administration/staff, which may aid in the determination of whether a disciplinary offense occurred.

X. ACTIVITY REPORTS

- A. **Quarterly Report.** On a quarterly basis, SROs shall provide the SRO Supervisor a report on their activities related to SRO calls for service and responses. The report shall include all incidents where SROs responded to a request for assistance/or observed an incident that required their intervention. The report shall also include associated case numbers, names and demographic information for students involved, names of personnel involved, searches completed, students interviewed, citations, arrests, and referrals. Quarterly reports are due to the SRO Supervisor no later than the tenth day after the last day of each quarter; namely, November 10th, March 10th, and June 10th. The SRO Supervisor shall submit the quarterly reports to the Captain of Patrol for approval. Once approved, the Captain of Patrol shall forward each report to the school principal for each school, who shall make the reports available to the School District Superintendent and Executive Director of Pupil Services.
- B. **Annual Report.** No later than two weeks after the end of the school year, SROs shall submit a year-end report to the SRO Supervisor and school principal. The annual report shall be in narrative form and provide the following information: makeup of the school, number of classroom/assembly presentations delivered and their topics, significant events/investigations, projects worked on, a review of goals for the year and how they were met, and goals for the following school year.

XI. SRO EVALUATION

School principals for each school where SROs are assigned shall provide to the SRO Supervisor evaluative information to assist the SRO Supervisor in completing an annual evaluation of SROs' job performance for the school year. The school principal shall utilize the City's annual performance appraisal form to assist in providing relevant information to the SRO Supervisor. School principals shall provide this information to the SRO Supervisor no later than April 1 of each year. Nothing in section shall prohibit the School District from providing any additional evaluative information to the City with regard to an SRO's job performance.

XII. INCIDENTS

- A. SROs shall investigate incidents occurring on school premises that require police intervention and SROs shall conduct normal police investigations and prepare police incident reports in accordance with City policies and law enforcement standards.

- B. Certain violations of the Student Code of Conduct are denoted with an asterisk. For such violations, the school principals shall immediately notify SROs of the violation. SROs shall complete an investigation and determine if the Student Code of Conduct violation is a criminal or ordinance violation. SROs shall inform the school principals of the findings and shall collaboratively determine if official legal action is appropriate. If SROs and school principals disagree regarding the appropriate outcome of a particular case, both shall contact their respective supervision for guidance. The procedure outlined herein shall not be followed in cases of felony crimes or crimes involving a dangerous weapon or threat of a dangerous or other weapon which shall result in arrest and referral to the Rock County District Attorney's Office.
- C. If a reported violation involves conduct which is not denoted with an asterisk, the school principal shall conduct a preliminary investigation and subsequently consult with SROs to ensure the conduct identified by the preliminary investigation would not rise to the level of an offense denoted with an asterisk.

XIII. EXTRACURRICULAR ACTIVITIES

Extracurricular activities of the school, including athletic events, dances, etc., shall not be part of the School Resource Officer Program or subject to the terms of this Agreement. If the School District wishes the presence of SROs or additional law enforcement at extracurricular activities, the School District shall request the City to provide such services and agree to pay for overtime compensation for any officers working extracurricular events. The City shall bill the School District for such expenses and payment is due no later than 30 days after receipt of the invoice.

XIV. GUIDANCE COUNSELING

SROs shall not engage in guidance counseling activities and shall refer any students who may require guidance counseling to the school administration. This does not preclude SROs from acting as a mentor, mediating conflict, or taking part in approved restorative justice practices.

XV. ACCESS TO RECORDS

- A. School officials shall allow SROs to inspect and copy any public records maintained by the school including student directory information such as yearbooks.
- B. For the purpose of access to pupil records, the School District designates SROs as a local school district official. Access to pupil records is limited to situations where SROs have a legitimate educational interest, including safety interests, in the record. SROs must maintain the confidentiality of pupil records and are prohibited from re-disclosing the record, unless specifically authorized by law.
- C. SROs or others obtaining pupil records on behalf of the City's Police Department related to an ongoing investigation or pending delinquency petition will be required to comply with the requirements of Wis. Stat. § 118.125(2)(n). This includes that the SRO or other obtaining the pupil records must certify, in writing, that the records concern the juvenile justice system and the system's ability to effectively serve the pupil, relate to an ongoing

investigation or pending delinquency petition, and will not be disclosed to any other person except as otherwise authorized by law.

- D. If some information in a student's cumulative record is needed in an emergency to protect the health or safety of the student or other individuals, school officials may disclose to SROs that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety, the need of the information to meet the emergency situation, and the extent to which time is of the essence.
- E. The School District understands that SROs may use cameras or other recording devices to record audio and/or video in performance of the SRO's duties in accordance with Police Department policy. SROs may use such devices on school property in the following circumstances: 1) at events open to the public; 2) in public areas such as the parking lot or athletic fields; 3) while in the SROs' office or other areas in the course of investigating potential criminal activity; 4) while responding to an official request for response from the School District in conformity with Police Department Policy 424.5; or 5) in emergency situations.

Body camera footage recorded on District property is considered a "law enforcement unit record" and will not be considered a pupil record maintained by the District unless such records are obtained by the District pursuant to this Interagency Agreement or as otherwise authorized by Wisconsin law. If the District does obtain body camera footage, it will be treated as a "Behavioral record" and be maintained separately from a pupil's other pupil records. If no problems are reported within 10 school days of the SRO's recording of the footage and the footage is not provided to any District officials, then the footage remains a law enforcement unit record of the Department.

XVI. FEES FOR PROGRAM

The fees for the provision of SROs to the School District shall be as follows:

<u>School Year</u>	<u>Estimated Charge to School*</u>
2018 - 2019	\$239,895
2019 - 2020	\$247,437
2020 - 2021	\$256,985
2021 - 2022	\$267,178

*The amounts in the table above are computed by taking each SROs' salary, cost of employee benefits and clothing allowance divided by 260 working days in a year, which results in a daily fee. The daily fee shall be multiplied by 180 days.

The School District shall reimburse the City on the basis of an invoice detailing the charges. The School District shall make payment to the City within 30 days of the receipt of the invoice.

XVII. INDEMNIFICATION

- A. The City shall indemnify, save and hold harmless the School District, its officers, members, employees, agents and representatives, from and against any and all claims, demands, losses, liability, cost (including attorney's fees), or expense of any kind whatsoever connected with, or attributable to, the fault or negligence of the City of Beloit, its employees or agents which may arise from the performance of its obligations under this Agreement.
- B. The School District of Beloit shall indemnify, save and hold harmless the City of Beloit, its officers, members, employees, agents and representatives, from and against any and all claims, demands, losses, liability, cost (including attorney's fees), or expense of any kind whatsoever connected with, or attributable to, the fault or negligence of the School District of Beloit, its employees or agents which may arise from the performance of its obligations under this Agreement.

XVIII. INSURANCE

- A. The School District and the City shall provide Commercial General Liability insurance for bodily injury and property damage, including Personal Injury and Blanket Contractual with limits of \$1,000,000 per occurrence and \$2,000,000 in the aggregate.
- B. The School District and the City shall provide to each other a certificate of insurance each year this Agreement is in effect showing proof of the above insurance coverage. In the event the School District or the City of Beloit is self-insured for the above coverage, the Party shall provide a letter stating its agreement to provide coverage for any claims resulting from its negligence in connection with its performance obligations under this Agreement in the above amounts.
- C. The City of Beloit shall also provide worker's compensation insurance coverage for its employees in accordance with state requirements.

XIX. AMENDMENTS

This Agreement may be modified in writing by the mutual agreement of the Parties.

XX. NOTICE

All written notices and correspondence related to this Agreement shall be delivered in person or by first-class mail as follows:

To City: Attention: Police Chief
 City of Beloit
 100 State Street
 Beloit, WI 53511

To School District: Attention: School Superintendent
 1633 Keeler Avenue
 Beloit, WI 53511

XXI. COUNTERPARTS

This Agreement may be executed in several counterparts, each of which shall be deemed an original, but all such counterparts shall together constitute one and the same Agreement. Any counterparts of this Agreement may be executed and delivered by any party by facsimile or by e-mail transmission in portable document format (“PDF”) and any document so executed and delivered shall be considered an original for all purposes.

XXII. AUTHORITY

Each person signing this Agreement represents that he or she is authorized by his or her organization to execute this Agreement on behalf of that organization.

XXIII. APPLICABLE LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin, and the Parties agree that the Rock County Circuit Court shall have jurisdiction to handle any litigation between the Parties.

XXIV. SEVERABILITY

If any provision of this Agreement is found to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

XXV. ENTIRE AGREEMENT

This Agreement contains the entire agreement of the Parties regarding this project. All prior negotiations and discussions have been merged into this Agreement.

{Signature Page to follow}

IN WITNESS WHEREOF, the Parties have caused this Agreement to be duly executed in its name and behalf on or as of the date first written above.

CITY OF BELOIT

By: _____
Lori S. Curtis Luther, City Manager

ATTEST:

By: _____
Lorena Rae Stottler, City Clerk-Treasurer

APPROVED AS TO FORM:

By: _____
Elizabeth A. Krueger, City Attorney

I hereby certify that there are sufficient funds available to pay the liability incurred by the City of Beloit pursuant to this Agreement.

By: _____
Eric R. Miller, City Comptroller

SCHOOL DISTRICT OF BELOIT

By: _____
Jamie Merath,
Executive Director of Business Services

Attest: _____
Laurie Endres, President
Board of Education

CODE MATRIX FROM THE STUDENT CODE OF CONDUCT AND DISCIPLINE

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 st offense	202	
Bullying 2 nd 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	
Possession of Firearm/Explosive Device	407	*
Gambling	207	
Gang Related Activity (as an enhancement to a primary additional violation only)	E	
Harassment, Discriminatory	309	*
Harassment, Non - Discriminatory	310	
Harassment / Bullying on the basis of ancestry – 1 st Offense	227	
Harassment / Bullying on the basis of ancestry – 2 nd Offense or more	327	
Harassment / Bullying on the basis of creed – 1 st Offense	228	
Harassment / Bullying on the basis of creed – 2 nd Offense or more	328	
Harassment / Bullying on the basis of disability – 1 st Offense	223	
Harassment / Bullying on the basis of disability – 2 nd Offense or more	323	
Harassment / Bullying on the basis of national origin – 1 st Offense	226	
Harassment / Bullying on the basis of national origin – 2 nd Offense or more	326	
Harassment / Bullying on the basis of pregnancy, marital, or parental status – 1 st Offense	229	
Harassment / Bullying on the basis of pregnancy, marital, or parental status – 2 nd Offense or more	329	
Harassment / Bullying on the basis of race / color – 1 st Offense	222	
Harassment / Bullying on the basis of race / color – 2 nd Offense or more	322	
Harassment / Bullying on the basis of religion – 1 st Offense	225	
Harassment / Bullying on the basis of religion – 2 nd Offense or more	325	
Harassment / Bullying on the basis of sex – 1 st Offense	221	

Infraction	Code	Police Notification Required
Harassment / Bullying on the basis of sex – 2 nd Offense or more	321	
Harassment / Bullying on the basis of sexual orientation – 1 st Offense	224	
Harassment / Bullying on the basis of sexual orientation – 2 nd Offense or more	324	
Horseplay	105	
Illegal or unauthorized recording of voice or image	311	*(refer to definition to see if police notification is necessary)
Inciting/Instigating Disruptions	208	
Insubordination (1 st or 2 nd 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 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 st Offense)	109	
Profane or Obscene Language/Gestures/Materials (2 nd 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 Assault	410	*
Sexual Conduct or Harassment	315	*
Tardiness/Absenteeism/Truancy	215	
Theft/Defacement/Damage or Possession of Stolen Property	316	(refer to definition to see if police notification is necessary)
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	INFRACTION LEVEL 2	INFRACTION LEVEL 3	INFRACTION LEVEL
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 st 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 nd Offense or more, or more serious nature	404 * Dangerous Weapons (other than firearms)
104 Electronic Devices	204 Computer, Computer System or Tablet Device Misconduct – Inappropriate Use	304 Computer, Computer System or Tablet Device Misconduct – Serious Misuse	405 * Drug Distribution/Intent to Distribute/Participation in any portion of a Transaction Involving Illegal Drugs
105 Horseplay	205 Disrespect – Major	305 * Drug Use at School	406 * False Fire Alarm/ Bomb Threats
106 Insubordination (1 st or 2 nd 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	407 * Possession of Firearm/ Explosive Device
107 Littering	207 Gambling	307 Fighting	408 *Weapons or Objects that May be Used as Weapons – With Intent
108 Loitering	208 Inciting/Instigating Disruptions	309 * Harassment, Discriminatory	409 *Rape
109 Profane or Obscene Language/Gestures/ Materials (1 st Offense)	209 Insubordination – Open Defiance	310 Harassment, Non-Discriminatory	410 *Sexual Battery Assault
	211 Physical Altercation	311 * Illegal or Unauthorized Recording of Voice or Image (refer to definition to see if police notification is necessary)	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 nd 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 (refer to definition to see if police notification is necessary)	
	217 Trespassing	317 * Threats or Intimidating Acts of a Serious Nature	
	221 Harassment / Bullying on the basis of sex – 1 st Offense	318 *Physical Attack	
	222 Harassment / Bullying on the basis of race / color – 1 st Offense	319 *Physical Attack or Fight With a Weapon	
	223 Harassment / Bullying on the basis of disability – 1 st Offense	320 *Threats of Physical Attack With a Weapon	
	224 Harassment / Bullying on the basis of sexual orientation – 1 st Offense	321 Harassment / Bullying on the basis of sex – 2 nd Offense or more	
	225 Harassment / Bullying on the basis of religion – 1 st Offense	322 Harassment / Bullying on the basis of race / color – 2 nd Offense or more	

	226 Harassment / Bullying on the basis of national origin – 1 st Offense	323 Harassment / Bullying on the basis of disability – 2 nd Offense or more	
	227 Harassment / Bullying on the basis of ancestry – 1 st Offense	324 Harassment / Bullying on the basis of sexual orientation – 2 nd Offense or more	
	228 Harassment / Bullying on the basis of creed – 1 st Offense	325 Harassment / Bullying on the basis of religion – 2 nd Offense or more	
	229 Harassment / Bullying on the basis of pregnancy, marital, or parental status – 1 st Offense	326 Harassment / Bullying on the basis of national origin – 2 nd Offense or more	
		327 Harassment / Bullying on the basis of ancestry – 2 nd Offense or more	
		328 Harassment / Bullying on the basis of creed – 2 nd Offense or more	
		329 Harassment / Bullying on the basis of pregnancy, marital, or parental status – 2 nd Offense or more	



School District of Beloit Board of Education Report

July 31, 2018

I. BASIC INFORMATION

Topic or Concern: Employment Actions - Exhibit A – July 31, 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:

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 administration recommends that the Board of Education approve the Personnel Recommendations – Exhibit A as requested.

I propose using an existing budget

Long Term Committed Funds? Yes, indefinite

BUDGET LOCATION: all areas - payroll

FISCAL IMPACT: As indicated on report sheet.

EMPLOYEE TRANSFER OF ASSIGNMENT 2018-2019						
Name	Location	Assignment	Effective Date	FTE	Salary	Notes
Administrators						
Sheila Marshall	Merrill	Principal	8/1/2018	100%	89,843.00	was Asst Principal at Aldrich
Betsy Schroeder	BLA	Assistant Principal	8/1/2018	100%	84,437.00	was Principal at Merrill
Professional Educators						
Rachael Baldwin	Robinson	Grade 2	8/23/2018	100%	36,606.00	was initially transferred to Fruzen, Grade 5
Kristopher Hopper	Memorial	Tech Ed	8/23/2018	100%	37,427.00	was at Aldrich, Tech Ed PLTW
Juanita Martinez	Gaston	Grade 2	8/23/2018	100%	44,120.00	was initially transferred to Aldrich, Grade 6 DLI
Tammy Spoerk	Aldrich	Tech Ed - PLTW	8/23/2018	100%	77,900.00	was at Memorial, Tech Ed
Substitutes						
Chalae Tucker	District - Elementary	Permanent Building Sub for Elementary Schools	8/28/2018	100%	110.00 per day	was permanent building sub teacher at Aldrich
NEW EMPLOYMENT						
Name	Location	Assignment	Effective Date	FTE	Salary	Notes
Administrators						
Robert Thom	Kolak - Bus Svcs	Executive Director Business	8/6/2018	100%	115,000.00	to be pro-rated based on start date
Professional Educators						
Marien Fernandez	Fruzen	Spanish	8/23/2018	100%	40,709.00	1-year due to license status
James Hobart	Aldrich	Phy Ed/Health	8/23/2018	100%	57,348.00	
Ariel Hruby	Aldrich	Art	8/23/2018	100%	36,606.00	
Sheryl Rayner	Memorial	Freshman Seminar Teacher	8/23/2018	100%	36,606.00	1-year due to license status
Martin Silva Leber	Aldrich	Grade 6 DLI	8/23/2018	100%	38,657.00	1-year due to license status
Susan Smith	Aldrich	Grade 6 (Language Arts)	8/23/2018	100%	38,657.00	
Sara Templeton	District (Merrill, Robinson, Todd)	School Nurse	8/23/2018	100%	55,707.00	1-year due to limited term placement
Jane Ward	Memorial	ESL	8/23/2018	100%	59,810.00	
Other Professional Support						
Brian Vissers	Kolak	Community Relations - Public Relations Officer	8/8/2018	100%	72,000.00	base pay 2018-2019 pay will be pro-rated based on start date
Support Staff						
Dondre Bell	McNeel	ISS Academic Support	8/28/2018	100%	20.56	per hour
Richelle Helgestad	Kolak - HR	Human Resources Generalist	8/6/2018	100%	25.96	per hour
Ryan Hirst	Memorial	Special Ed Para	8/28/2018	100%	12.10	per hour
REHIRE						
Name	Location	Assignment	Effective Date	FTE	Salary	Notes
Professional Educators						
Pamela Frost	Aldrich	Spanish	8/23/2018	100%	39,068.00	rehire on 1-year due to license status; was on 1-year
Yvette Hansen	Aldrich	Grade 8 Math	8/23/2018	100%	36,606.00	rehire on 1-year due to license status; was on 1-year
Rick Johnson	McNeel	Phy Ed	8/23/2018	30%	base pay 26,646.00 \$72,156	rehire permanent contract, was on 1-year
Support Staff						
Rosa Najera	McNeel	Home School - Extended Day Program Coordinator	8/23/2018	100%	20.92	per hour rehire on 1-year appointment due to grant funded position

July 31, 2018

July 31, 2018

CHANGE IN EMPLOYMENT STATUS / WAGE						
Name	Location	Assignment	Effective Date	FTE	Salary	Notes
Professional Educators						
Matthew Champeny	Fruzen	Grade 7	8/23/2018	100%	51,194.00	initially transferred to Aldrich, staying at Fruzen
Substitutes						
Toni Richmond	Varies	Sub Nurse	8/23/2018	time card	22.30 per hour	was submitted as Sub Health Room Asst; will be Sub Nurse
ADDITIONAL INFORMATION			Detail of information		Cost	
Name	Location	Assignment	Effective Date	Other	Description	
Administrators						
Jo Ann Armstrong	Kolak	Interim - Director Finance additional duties	8/6/2018	15% add'l pay	end of additional pay due to hire of Exec. Director Business Svcs	
Sean Winters	Kolak	Interim - Facility Svcs additional duties	8/6/2018	15% add'l pay	end of additional pay due to hire of Exec. Director Business Svcs	
Anthony Bosco	Kolak	Interim Asst Superintendent	7/23/2018	15% add'l pay	end of interim assignment due to hire of Interim Superintendent - return to Director Bilingual Services	
Reynaldo Ochoa Jr	Kolak	interim Director Bilingual Svcs	7/23/2018	15% add'l pay	end of interim assignment due to hire of Interim Superintendent - return to ESL teacher at McNeel	
Darrell Williams	Kolak	Interim Superintendent	7/23/2018	15% add'l pay	end of interim assignment due to hire of Interim Superintendent - return to Asst. Superintendent of Operations	
Other Professional Support						
Lanatasha Bell	Kolak	Interim - Equity Coordinator add'l duties	7/23/2018	15% add'l pay	end of additional pay due to hire of Interim Superintendent	
Contracted Services						
Roger Price	Kolak	Business Services Consultant	7/23/2018	stipend	end of contracted services due to hire of Exec Director Business Svcs	
LEAVE OF ABSENCE						
Name	Location	Assignment	Effective Date	FTE	Reason for Leave Request	
Professional Educators						
Reynaldo Ochoa, Jr.	McNeel	ESL	8/23/18-6/11/19	100%	medical - family	
CHANGES IN EMPLOYMENT OFFER						
Name	Location	Assignment	Effective Date	FTE	Salary	Notes
Professional Educators						
Brittany Chase	Memorial	Math				declined offer of employment
Jacob Rodgers	Memorial	Math				declined offer of employment
RETIREMENTS / RESIGNATIONS / LAYOFFS						
Name	Location	Assignment	Effective Date	FTE	Years of Service	Notes
Administrators						
Professional Educators						
Sarah Laudicina	Fruzen	Leave of absence from Grade 5	6/8/2018	LOA	5 years	resignation- was out on leave; email 4/7/18 received with intent to not return
Amanda Rogers	Fruzen	Grade 8 English/Math	6/8/2018	100%	1 year	resignation, notified HR 7/12/18; charged \$1500 penalty
Denise Smith	Gaston	Special Ed EC	6/8/2018	100%	4 years	resignation notified HR 7/23/18; charged \$2500 penalty
Support Staff						
Pirarre Miller	Fruzen	Security Officer	8/1/2018	100%	3 years	resignation - worked summer school

July 31, 2018

RETIREMENTS / RESIGNATIONS / LAYOFFS continued						
Name	Location	Assignment	Effective Date	FTE	Years of Service	Notes
Support Staff						
Larry Woods	Aldrich	Security Officer	7/20/2018	100%	7 years	resignation


Dr Donald Childs, Interim Superintendent
Tracey Caradine, Executive Director Human Resources



School District of Beloit Board of Education Report

July 31, 2018

I. BASIC INFORMATION

Topic or Concern: Policy 187 Public Participation at Board Meetings (First Reading)

Which area of the Strategic Plan does this support? all

Your Name and Title: Pam Charles, Board President

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 policy revisions.

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

Please see the attached policies with proposed revisions.

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

To update and clarify the expectations of the board and the public in regards to public participation and comments at board meetings.

D. What are your conclusions?

MOTION: The Board of Education approves the revisions and layover of Policy 187 Public Participation at Board Meetings for first reading.

I propose using n/a

Long Term Committed Funds? No

BUDGET LOCATION: n/a

FISCAL IMPACT: n/a

PUBLIC PARTICIPATION AT BOARD MEETINGS

Board of Education meetings are conducted for the purpose of carrying on the business of the schools. The Board as a representative body of the School District of Beloit wishes to provide an avenue for any individual to express interest in and concern for the schools. Accordingly, the public is invited to attend any sessions of the Board or any meetings of Board committees.

At every business meeting of the Board, time is set aside for the personal presentation of individual or group comments. **Time for public comment is not set aside during other board/committee meetings but may be allowed at the discretion of the presiding chair.**

Each person wishing to speak ~~during this time~~, shall complete the Public Comment Card with their first and last name, home address including city, and state, if other than Wisconsin. The Comment Card shall then be given to the Board Secretary for entering into the public record. Each person will be given up to three minutes to speak on their topic of interest or concern. Should the individual require translation assistance, a translator may be of the individual's choosing or one provided by the district. Public comments requiring translation will be given six minutes.

Areas of interest or concern that are on the agenda, shall be addressed at the time they are called on the agenda. The Board of Education asks that individuals complete the Public Comment Card, give it to the Board Secretary and approach the microphone when called upon.

An individual's three minutes may be yielded to another individual, however, each person must complete a Public Comment Card, indicate if speaking or yielding time, give the Public Comment Card to the Board Secretary and approach the microphone to state first name, last name, home address including city, and state, if other than Wisconsin and that the three minutes is being yielded to another individual.

Provisions of the Open Meetings Law shall govern the procedures for the conduct of the Board meetings.

The board will not take action on public comment topics that are not on the agenda but may, if appropriate, respond.

The Board of Education endorses the following statement made by the chair at the business meeting of the Board:

"While the Board and District welcome public comment, we ask that you exercise care in your comments that relate specifically to District employees or persons connected with the school system. In order to protect rights of these individuals, ~~and in the interest of complying with Open Meetings Law on prior posting of items for consideration at this meeting~~, the Board reserves the right to end comment on such topics. The use of specific names or references of district personnel may lead to legal liability on the part of the speaker. The Board ~~would also remind the public that the Board~~ has existing **policies and** procedures in place to ~~dispose of legitimate~~ **address legitimate** complaints against staff members and persons related to the system."

LEGAL REF.: s.s. Subchapter IV of Chapter 19

REVISED:

March 22, 1995

CROSS REF.: 171.1 Notification of Board Meetings

November 23, 2004

November 28, 2017

APPROVED: November 25, 1980

REPRINT:

September, 1996

September, 1997

REVIEWED:

June 11, 2013



School District of Beloit Board of Education Report

July 31, 2018

I. BASIC INFORMATION

Topic or Concern: Policy 133 Filling Board Vacancies and Policy 133 RULE 1 Board Appointment Procedures (First Reading)

Which area of the Strategic Plan does this support? all

Your Name and Title: Pam Charles, Board President

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 policy revisions.

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

Please see the attached policies with proposed revisions.

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

To align policy with current state statutes.

To comply with statutes

“120.12

(28) SCHOOL BOARD VACANCIES.

By July 1, 2016, adopt a policy on how the school board will fill a vacancy on the school board if the remaining school board members do not fill the vacancy under s. 17.26 (1g) (a) within 60 days of the date on which the vacancy first exists.”

“17.26 (1g) (a) (1m)

If the remaining members of a school board do not appoint an individual to fill a vacancy under sub. (1g) (a) within 60 days of the date on which the vacancy first exists, the remaining members of the school board may fill the vacancy in accordance with the school board's policy under s. 120.12 (28).”

D. What are your conclusions?

MOTION: The Board of Education approves the revisions and layover of Policy 133 Filling Board Vacancies and Policy 133 RULE 1 Board Appointment Procedures for first reading.

I propose using n/a

Long Term Committed Funds? No

BUDGET LOCATION: n/a

FISCAL IMPACT: n/a

FILLING BOARD VACANCIES

When a vacancy occurs on the Board of Education, it shall be filled within 60 days by appointment by a majority vote ~~of the remaining members~~ of the Board.

Candidates for a Board vacancy shall submit specified application materials in accordance with established procedures and participate in a structured interview.

Before a Board member appointee is legally entitled to hold office, he/she shall execute a written oath of office with the Board Clerk. The Board Clerk shall administer the official oral oath at the next ~~regularly scheduled~~ Board meeting. Persons appointed to fill Board vacancies shall hold office until a successor is elected and takes office according to State Statutes.

LEGAL REF.: s.s. 17.03
 17.26
 19.01
 120.42(3)

CROSS REF.: 133 RULE 1 Board Appointment Procedures

APPROVED: May 27, 1980

REVISED: May 22, 1990
 September 24, 1991
 March 22, 1995

REPRINTED: September, 1996
 September, 1997

REVIEWED: July 9, 2013

BOARD APPOINTMENT PROCEDURES FOR VACANCIES DUE TO RESIGNATION

1. A public notice of the vacancy shall be published in the district's official newspaper and the district website. The closing date for applicants will be included in the posting. ~~a minimum of two times. A notice of vacancy must be available for a minimum of 20 days.~~ This can be done as soon as the Board receives the resignation and prior to an effective date if one is specified.
2. Candidates shall file the School Board Applicant's Resume and a Declaration of Candidacy by an Elector available in the Superintendent's Office. The School Board application form will be provided at least seven days prior to the candidate interview. It shall be the responsibility of the Board Secretary to provide copies of all application materials to candidates. Candidates shall complete and return the forms to the Board Secretary by the deadline established by the Board of Education.
3. It shall be the responsibility of the Board Secretary to notify candidates of the interview.
4. Within three days of the closing of the application ~~nomination~~ period, the names of the candidates and the content of the application materials will be made available to the Board by the Board Secretary. Board members will be provided with copies of the candidate list and all application materials submitted by the candidates. In the event that less than two prospective candidates file the application materials by the closing of the nomination period, that nomination period may be extended. ~~for up to two weeks.~~
5. The Board shall interview and deliberate over ~~prospective~~ candidates in open session at a regular or special Board meeting, unless special circumstances justify convening in closed session for a portion of this process¹. The candidates will be asked to respond to the prepared questions as well as any follow-up questions as are deemed appropriate by any Board member. All eligible candidates will be given an equal opportunity for appointment to the Board. The district does not discriminate against candidates on the basis of age, sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, sex change, gender identity, gender expression, gender non-conformity, or physical, mental, emotional or learning disability.
6. At the conclusion of the interview process, the names of all persons who have properly filed the specified application materials for the position shall be placed on paper ballots. The ~~remaining~~ Board shall vote ~~elect a person~~ to fill the vacancy. Voting shall continue until a candidate receives a majority of votes. Discussion may occur between ballots. The individual Board member voting must legibly sign each paper ballot cast.

After counting the votes, the Board Secretary shall:

- a. Report the vote tally to the presiding officer, and
- b. Record the numerical round of balloting on the ballots and enter them into the public record. All ballots cast shall be preserved and open to public inspection.

¹ Candidate interviews or Board deliberations that require a discussion of financial, medical, social or personal histories, or disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons may only be held in closed session if a member of the board has actual knowledge of information that will have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

7. The appointee shall receive confirmation in writing. Unsuccessful applicants shall also be notified in writing of the Board's decision. These written notifications will occur promptly.
8. Any individual who has been notified of his/her appointment shall be deemed to have accepted the same unless within five days thereafter he/she has filed with the Board Clerk a written refusal to serve.
9. Length of Appointment - When a vacancy occurs in the office of a Board member who is in the last year of his/her term, or when a vacancy occurs after the spring election but on or before the last Tuesday in November in the office of a Board member who is not in the last year of his/her term, the appointment shall be until the next spring election. When a vacancy occurs after the last Tuesday in November and on or before the date of the next spring election in the office of a Board member who is not in the last year of his/her term, the appointment shall be until the second following spring election.

In the event that no candidate receives a majority of votes through the above process within 60 days from the first day of the vacancy, the board will appoint a new member through the following process:

- a. Each board member will write his or her name on a slip of paper.
- b. The board secretary will randomly draw three board member names.
- c. A candidate will be by a majority vote of the three board members whose names were drawn.
- d. The candidate selected shall be appointed by the board.
- e. In the case of more than one vacancy of 60 days, steps 1-4 will be repeated for each candidate to be appointed.

LEGAL REF.: s.s. 17.26(1)
19.85(1)(f)
19.88(2)

APPROVED: May 27, 1980

REVISED: July 24, 2001
July 9, 2013
September 22, 2015

REPRINTED: September, 1996
September, 1997



AGENDA – BOARD OF EDUCATION

BUSINESS MEETING

Tuesday, July 31, 2018 - 7:00 p.m.
Kolak Education Center • The Roosevelt Building - Board Room
1633 Keeler Avenue
Beloit, WI 53511

- I. CALL TO ORDER BY THE PRESIDENT
- II. APPROVAL OF AGENDA
- III. PLEDGE OF ALLEGIANCE
- IV. ANNOUNCEMENTS/RECOGNITIONS
 - A. Swearing in of New Board Member (re-enactment)
 - B. Announcements
 - C. Recognitions
 - 1. Recognition of New Administrators
 - 2. Recognition of Beloit Civic Theater & P.A.P.A.S.
 - D. 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. Safety & Security Update (E. Pelz & D. Stauffacher)
 - B. Monthly Financial Analysis (J. Armstrong)
 - C. Equity Update (D. Williams)
- VI. REPORTS TO THE BOARD
 - A. Committee Reports
 - 1. Communication Committee
 - a) Minutes of July 23, 2018 Meeting
 - 2. Infrastructure Committee
 - a) Minutes of July 12, 2018 Meeting
 - 3. Staff Committee
 - a) Minutes of July 24, 2018 Meeting
 - 4. Students Committee
 - a) Minutes of July 17, 2018 Meeting
 - b) Minutes of July 24, 2018 Meeting
- VII. CONSENT LIST

Please note that all items listed with an (*) will be enacted by in one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the general order of business and considered in their normal sequence on the agenda.

VIII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS:

- A. *Special Board Meeting, June 26, 2018
- B. *Board Business Meeting, June 26, 2018
- C. *Special Board Meeting, June 27, 2018
- D. *Special Board Meeting, July 3, 2018
- E. *Special Board Meeting, July 13, 2018
- F. *Special Board Meeting, July 17, 2018

IX. BUSINESS/ACTION ITEMS

- A. *Approval of May Financial Summary
- B. Acceptance of Civic Theater and P.A.P.A.S. Donation
- C. Paper Contract Renewal
- D. Volunteer Job Descriptions
- E. Yondr Cell Phone Pouch System
- F. Bilingual Family Support Specialist Position
- G. Approval of Repurposing 1.0 FTE ELL Para-Educator Position to Increase English Language Learner Staffing
- H. Creation of Specialized Position for CLC and Home School Support
- I. Approval of Math Specialist Job Description
- J. Addition of 10 Full Time Math Specialists
- K. Possible Appointment of Committee Chairs & Committee Members
- L. Nomination and Appointment of Community Committee Members
- M. Appointment of Board Representatives/Liaisons
 - 1. WASB Delegate & Legislative Representative
 - 2. Alcohol Beverage License Control Committee
 - 3. Municipal Library Board

X. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Announcement of future Board Meeting dates
 - 1. Committee Meetings:
 - a) Communication Committee – August 23, 2018
 - b) Fiscal Committee – to be determined
 - c) Infrastructure Committee August 2, 2018
 - d) Staff Committee – August 14, 2018
 - e) Student Committee – August 14, 2018
 - 2. Business Meeting: August 22, 2018

XI. ADJOURNMENT

Pam Charles, President
Dr. Donald Childs, 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>.