

**PALMYRA-EAGLE AREA SCHOOL DISTRICT**  
**REGULAR BOARD MEETING**  
**P-EMS/HS - Community Center - 123 Burr Oak Street, Palmyra, WI**  
**December 13, 2022, 7:00 PM**

***Mission Statement***

*"To ensure that students excel with intellect and virtue, inspired by innovative educators who engage and challenge each individual."*

**AGENDA**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. DECLARATION OF QUORUM**
- IV. READING OF DISTRICT MISSION STATEMENT**
- V. PLEDGE OF ALLEGIANCE**
- VI. APPROVAL OF AGENDA**
- VII. PUBLIC COMMENT** - As an alternative for being physically present at the board meeting please note this option for offering Public Comments by use of the following dedicated gmail account: [publiccomments@peasd.org](mailto:publiccomments@peasd.org). Comments received in this manner will be read into the record during the established time for public comments to be heard and received. Please note that the following protocols will be maintained by the school board regarding such commentary: *Public Comment should be limited to three (3) minutes per subject. Although the public may speak on any item that is not included on this agenda, the school board may not respond or discuss the issue brought forward at this time. In accordance with open meeting laws, the board must notice an item on the agenda to allow discussion on that matter. Your comments will be considered and may be placed on a future agenda for further discussion.*
- VIII. BOARD MONITORING**
  - A.** Early Literacy/Phonics Program Presentation
  - B.** Review of 2021-2022 DPI report card ratings
- IX. COMMITTEE REPORTS**
  - A.** Public Relations Committee - November 9, 2022
  - B.** Curriculum and Policy Committee - December 6, 2022
  - C.** Human Resource Committee - December 6, 2022
  - D.** Building and Grounds Committee - December 13, 2022
  - E.** Finance Committee - December 13, 2022
- X. ADMINISTRATOR REPORTS**
- XI. CONSENT AGENDA**
  - A. Approval of Minutes**
    - 1. Regular Board Meeting - November 8, 2022
  - B. Financial Reports**
    - 1. Monthly Vouchers & Checks
  - C. Resignations/Retirements**
    - 1. Special Education Paraprofessional - PE HS/MS, 5.75 hrs/day.
    - 2. Curriculum & Instruction Director - District, 1 FTE (No penalty sought)
    - 3. Special Education Teacher - PE HS/MS, 1 FTE (No penalty sought)
  - D. Hires**
    - 1. None at this time.
  - E. Field Trips (overnight/out-of-state)**
    - 1. WIAA Wrestling Match, Sturgeon Bay, WI 1/27-1/29/2023 (Wagner)
  - F. Fundraisers**
    - 1. Athletic Boosters - Powerlifting T-shirt Fundraiser, 12/1-12/8/2022 (Cauffman)
    - 2. HS World Languages Club - Rosette Sales, 1/13/2023, 1/20/2023, & 1/27/2023

(Strehlow)

3. Panther Boys Hoops Club - 3 on 3 Volleyball Tournament, 12/28/2022 (Wilde)

**G. Gifts & Donations**

1. \$6,000 Anonymous Donation for Holiday Assistant for PEASD Families in Need.
2. Peer to Peer Grant Program 2022-2023: \$1,000 to Help Support Hope Squad

**XII. ACTION ITEMS**

- A.** Consider a Motion to Approve the Greenhouse Proposal with United Greenhouse Systems, Inc in the amount of \$90,625.
- B.** Consider a Motion to Approve a Job Posting for a part-time Certified Nurse Assistant for the High School Special Education Department.
- C.** Consider a Motion to Approve the Proposed Superintendent Contract for the 2022-2023 School Year.
- D.** Consider a Motion to Approve Teacher Salary Schedule for the 2022-2023 School year with a 3% Increase.
- E.** Consider a Motion to Approve a Instructional Paraprofessional Wage Increase to \$16/hour.
- F.** Consider a Motion to Approve a Special Education Paraprofessional Wage Increase to \$17/hour.
- G.** Consider a Motion to Approve a 3% Pay Increase for Crossing Guards and Driver.
- H.** Consider a Motion to Approve Administrative Salary Increases per the proposed schedule.
- I.** Consider a Motion to Approve a 3% Pay Increase for Clerical, Custodial, and Food Service Staff, who are not in their first year in the district and excluding the Building and Grounds Leadership Staff to be adjusted seperately.
- J.** Consider a Motion to Approve the Second Reading of Policy po0144.5 Board Member Behavior and Code of Conduct as recommended by Neola.
- K.** Consider a Motion to Approve the Second Reading of the following Revised Policies as Recommended by NEOLA.
  1. Section 0000 Bylaws: po0143 Authority of Individual Board Members, po0145 Board Member Anti Harassment, po0167.3 Public Participation at Board Meetings, po0171.1 President
  2. Section 8000 Operations: po8510 Wellness
- L.** Consider a Motion to Approve the Deletion of the Following Policies as Recommended by Neola:
  1. po0144.2 Board Member Ethics
  2. po4170 Substance Abuse
- M.** Consider a Motion to Approve the First Reading of New Policies Recommended by Neola:
  1. po1421 Criminal History Record Check and Employee Self-Reporting Requirements
  2. po2522 Libraries
  3. po6147 Debt Management
  4. po6152.01 Waiver of School Fees or Fines
  5. po7440.03 Small Unmanned Aircraft Systems (sUAS)
  6. po7540.07 District-Issued Student E-mail Account
- N.** Consider a Motion to Approve the First Reading of the following Revised Policies as Recommended by NEOLA:
  1. Section 1000 Administration: po1130 Ethics and Conflict of Interest; po1422 Nondiscrimination and Equal Employment Opportunity; po1460 Physical Examination; po1623 Section 504/ADA Prohibition Against Disability Discrimination in Employment; po1662 Employee Anti-Harassment
  2. Section 2000 Programs: po2240 Controversial Issues in the Classroom; po2260 Nondiscrimination and Access to Equal Educational Opportunity; po2260.01 Section 504/ADA Prohibition Against Discrimination Based on Disability; po2260.02 Services for Bilingual Students/English Learners, po2340 District-Sponsored Trips
  3. Section 3000 Professional Staff: po3112 Board-Staff Communications; po3122 NonDiscrimination and Equal Employment Opportunity; po3122.02 NonDiscrimination Based on Genetic Information of the Employee; po3123 Section 504/ADA Prohibition Against Disability Discrimination in Employment; po3131 Reduction in Staff; po3160

- Physical Examination; po3230 Ethics and Conflict of Interest; po3231 Outside Activities of Professional Staff; po3340 Grievance Procedure; po3362 Employee Anti-Harassment
4. Section 4000 Support Staff: po4112 Board-Staff Communications; po4122 NonDiscrimination and Equal Employment Opportunity; po4122.02 NonDiscrimination Based on Genetic Information of the Employee; po4123 Section 504/ADA Prohibition Against Disability Discrimination in Employment; po4131 Reduction in Staff; po4160 Physical Examination; po4230 Ethics and Conflict of Interest; po4340 Grievance Procedure; po4362 Employee Anti-Harassment
  5. Section 5000 Students: po5113 Open Enrollment Program; po5410 Promotion, Placement, and Retention; po5511 Dress and Grooming; po5517 Student Anti-Harassment; po5517.01 Bullying; po5720 Student Activism
  6. Section 6000 Finances: po6152 Student Fees, Fines, and Charges; po6325 Procurement - Federal Grants/Funds
  7. Section 7000 Property: po7100 Facilities Planning; po7230 Gifts, Grants, and Bequests; po7440.01 Video Surveillance and Electronic Monitoring; po7455 Accounting System for Capital Assets
  8. Section 8000 Operations: po8390 Animals on District Property; po8450 Control of Casual-Contact Communicable Diseases; po8451 Pediculosis (Head Lice); po8500 Food Service
  9. Section 9000 Relations: po9500 Relations with Educational Institutions and Organizations; po9700 Relations with Non-School Affiliated Groups; po9700.01 Advertising and Commercial Activities
- O. Consider a Motion to Approve Additional Early College Credit and Start College Now Courses for:
1. Student A: CORE130 Individual and Society
  2. Student B: 10-838-105 Intro College Reading and Study Skills

**XIII. DISTRICT ADMINISTRATOR'S/ BUSINESS MANAGER REPORT**

**XIV. ANNOUNCEMENTS AND BOARD COMMENTS**

**XV. UPCOMING MEETINGS/EVENTS**

- A. Public Relations Meeting - December 15, 2022 at 5:30 PM in the Community Center.
- B. Curriculum and Policy Meeting - January 3, 2023 at 5:30 PM in the Community Center.
- C. Human Resources Meeting - January 3, 2023 at 6:30 PM in the Community Center.
- D. Buildings and Grounds Meeting - January 10, 2023 at 6:00 PM in the Community Center.
- E. Finance Meeting - January 10, 2023 at 6:30 PM in the Community Center.
- F. Regular Board Meeting - January 10, 2023 7:00 PM in the Community Center.

**XVI. CONSIDER A MOTION TO ADJOURN TO CLOSED SESSION**

The Board will consider a motion to move to closed session pursuant to Wisconsin Statute Section 19.5(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility, to wit:

- A. Consideration of Salary Recommendation for Building and Grounds Administration

**XVII. RECONVENE TO OPEN SESSION**

**XVIII. ACTION ITEMS**

- A. Consider a Motion to Approve the Salary Recommendations for the Building and Grounds Administration.

**XIX. ADJOURN**

Notice is further given that the official and final agenda of the meeting notice above will be posted on the bulletin board of the District Office, 123 Burr Oak Street, Palmyra, WI, no later than 4:00 p.m. on the day of the meeting.

**\*\*The Board utilizes a "consent agenda" to approve decisions that the Board has already determined are in the domain of the District Administrator and the Administrative Team. A single motion without discussion may approve items presented in the**

**Consent Agenda.** A Board member may request the Board Chair to remove any item from the Consent Agenda and be placed under Action Items, to allow for discussion. However, only the Board, by simple majority vote, may remove the item from Board action.

This meeting is a meeting of the School Board in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.

Upon request to the District Administrator, submitted twenty-four (24) hours in advance, the District shall make reasonable accommodations including the provision of informational material in an alternative format for a disabled person to be able to attend this meeting. Please contact Traci Plotz, at 262-495-7101, ext. 2600.

Questions regarding agenda items may be directed to the Committee Chairperson identified below:

**Committee Chairpersons**

**Board President – Doris Parsons, Public Relations – Tara LeRoy, Building & Grounds – Michael Eddy, Finance – Mitzi Roscizewski, Curriculum & Policy –Kristiana Williams, Human Resources – Jean Reith, CESA Representative – Mitzi Roscizewski, WASB Delegate – Tara LeRoy**