

**SCHOOL DISTRICT OF WEBSTER
REGULAR SCHOOL BOARD MEETING AGENDA**

February 17, 2025 – 5:00 p.m.

Webster 5-12 School IMC - 7564 Alder Street West, Webster WI 54893

1. President Calls Meeting to Order
2. Report of Agenda Posting and Notification of Media on February 13, 2025
3. Pledge of Allegiance
4. Report and Approve Board Minutes
 - a. Policy Ad Hoc Committee Meeting of January 20, 2025
 - c. Executive Session of January 20, 2025
 - e. Policy Ad Hoc Committee Meeting of February 04, 2025
 - b. Regular Board Meeting of January 20, 2025
 - d. Policy Ad Hoc Committee Meeting of January 29, 2025
5. Treasurer's Report
 - a. General Fund Report
 - b. Consider Payment of Vouchers
6. Eagle Project Presentation
7. Employee Book Study Presentation: The Anxious Generation
8. Consideration of the High School Social Studies Chicago Trip
9. Welcome Visitors - Public Comment
10. Property
 - a. Land Acquisition - Offer To Purchase Approval
 - b. Sturgeon Park Project Update and Public Meeting Notification
11. Budget
 - a. Report on 2024-2025 District Expenditures
 - b. District Budget Overview and Discussion
12. 2025 Wisconsin State Education Convention Overview
13. Strategic Planning Discussion and Consideration
14. Committee Reports
 - a. Policy (*2nd Reading - The following policies are presented by the ad hoc committee for full board review of changes, and are **not** looking for adoption at this time. Please see the attached documents for a full listing of the presented policies.*)
 - i. 0000 - Bylaws
 - ii. 3000 - Professional Staff
 - iii. 4000 - Support Staff
15. Achievement Gap Reduction Report
16. Principal Reports
 - a. Elementary
 - i. Current Events
 - ii. 2025 Tiny Tiger Round Up
 - b. Middle School
 - i. Middle School Honor Roll Numbers
 - ii. Semester Reward Trips
 - iii. Senior Citizen Breakfast
 - c. High School
 - i. Current Events
 - ii. 2025-2026 Student Scheduling
17. District Administrator Report
 - a. Employee Handbook Language Update Recommendation
 - c. Second Friday in January Pupil Count
 - e. AEF Membership Renewal Consideration
 - b. Discussion and Consideration of 2025-2026 School Calendar
 - d. Tiger Tech Open House
 - f. Football Program Update
18. Possible Future Agenda Items
19. Executive Session
 - a. Motion and Roll Call Vote to go into Closed Session
Pursuant to Wisconsin Statutes 19.85 (1)(c)(e) the Board of Education may move into Closed Session for the purpose of:
 - i. New Staff Contracts
 - a. High School Golf Coach
 - b. High School Assistant Baseball Coach
 - ii. Administrator Evaluation Discussion
 - iii. Personnel Matters
 - a. Employee Discussion
20. Return to Open Session
21. Action on Executive Session Items
22. Adjourn

Policies in Discussion

Series 0000 - Bylaws

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|---|---|
| i. 0100 - Definitions | xxx. 0151 - Annual School District Meeting |
| ii. 0111 - Name | xxxi. 0151.1 - Annual Board Reorganization Meeting |
| iii. 0112 - Purpose | xxxii. 0151.2 - Required Student Academic Standards Agenda Item |
| iv. 0113 - Boundaries | xxxiii. 0152 - Officers |
| v. 0114 - Classification | xxxiv. 0155 - Committees |
| vi. 0115 - Address | xxxv. 0161 - Parliamentary Authority |
| vii. 0121 - Authority | xxxvi. 0162 - Quorum |
| viii. 0122 - Board Powers | xxxvii. 0163 - Presiding Officer |
| ix. 0123 - Philosophy of the Board | xxxviii. 0164 - Meetings |
| x. 0131.1 - Bylaws and Policies | xxxix. 0166 - Agenda |
| xi. 0132.1 - Selection of District Administrator | xl. 0166.1 - Consent Agenda |
| xii. 0132.2 - Administrative Guidelines | xli. 0167.1 - Voting |
| xiii. 0133 - Judicial | xlii. 0167.2 - Closed Session |
| xiv. 0141 - Number | xlili. 0167.3 - Public Comment at Board Meetings |
| xv. 0142.1 - Electoral Process | xliv. 0167.5 - Use of Electronic Mail |
| xvi. 0142.2 - Qualifications | xlvi. 0167.6 - E-Mail - Public Records |
| xvii. 0142.3 - Term | xlvi. 0167.7 - Use of Personal Communication Devices |
| xviii. 0142.4 - Oath | xlvi. 0168.1 - Meeting Minutes |
| xix. 0142.5 - Vacancies | xlvi. 0171.1 - President |
| xx. 0142.6 - Recall | xlvi. 0171.2 - Vice President |
| xxi. 0142.7 - Orientation | l. 0171.3 - Clerk |
| xxii. 0143 - Authority of Individual Board Members | li. 0171.4 - Treasurer |
| xxiii. 0143.1 - Public Expression of Board Members | lii. 0172 - Legal Counsel |
| xxiv. 0143.2 - Board Member Information Requests | liii. 0173 - Independent Financial Auditor |
| xxv. 0144.1 - Compensation | liv. 0174.1 - Annual Report |
| xxvi. 0144.3 - Conflict of Interest | lv. 0174.3 - Other Reports |
| xxvii. 0144.4 - Indemnification | lvi. 0175 - Association Memberships |
| xxviii. 0144.5 - Board Member Behavior, Communications, and Code of Conduct | lvii. 0175.1 - School Board Conferences, Conventions, and Workshops |
| xxix. 0145 - Board Member Anti-Harassment | |

Series 3000 - Professional Staff

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| i. 3111 - Creating a Position | 3161 - Unrequested Leaves of Absence/Fitness for Duty |
| ii. 3112 - Board-Staff Communications | xix. 3210 - Staff Ethics |
| iii. 3120 - Employment of Professional Staff | xx. 3211 - Whistleblower Protection |
| iv. 3120.01 - Job Descriptions | xxi. 3213 - Student Supervision and Welfare |
| v. 3120.04 - Employment of Substitutes | xxii. 3214 - Staff Gifts |
| vi. 3120.06 - Selecting Student Teachers/Administrative Interns | xxiii. 3215 - Use of Tobacco and Nicotine by Professional Staff |
| vii. 3120.08 - Employment of Personnel for Co-Curricular/Extra-Curricular Activities | xxiv. 3216 - Professional Staff Dress and Appearance |
| viii. 3121 - Criminal History Record Check and Employee Self-Reporting Requirements | xxv. 3217 - Weapons Prohibited for Professional Staff |
| ix. 3122 - Nondiscrimination and Equal Employment Opportunity | xxvi. 3220 - Staff Evaluation and Educator Effectiveness |
| x. 3122.01 - Drug-Free Workplace | xxvii. 3230 - Ethics and Conflict of Interest |
| xi. 3122.02 - Nondiscrimination Based on Genetic Information of the Employee | xxviii. 3231 - Outside Activities of Professional Staff |
| xii. 3124 - Employment Contract | xxix. 3242 - Professional Growth Requirements |
| xiii. 3125 - Educator Licensing | xxx. 3243 - Professional Meetings |
| xiv. 3130 - Assignment and Transfer | xxxi. 3281 - Personal Property of Staff Members |
| xv. 3131 - Reduction in Staff | xxxii. 3310 - Employee Expression in Noninstructional Settings |
| xvi. 3132 - Vacancies | xxxiii. 3340 - Grievance Procedure |
| xvii. 3139 - Staff Discipline | xxxiv. 3362 - Employee Anti-Harassment |
| xviii. 3140 - Non-Renewal, Resignation, and Termination | xxxv. 3362.01 - Threatening Behavior Toward Staff Members |
| xix. 3160 - Physical Examination | xliv. 3410.01 - Compensation for Part-Time Staff |
| | xlvi. 3419 - Group Health Plans |
| | xlvi. 3419.02 - Privacy Protections of Fully Insured Group Health Plans |

- xxxviii. 3419.03 - Patient Protection and Affordable Care Act
- xxxix. 3425 - Benefits
- xl. 3430 - Leaves of Absence
- xli. 3430.01 - Family and Medical Leave of Absence ("FMLA")
- xlvi. 3431 - Employee Leaves
- xlviii. 3432 - Employee Sick Leave
- xlix. 3440 - Job-Related Expenses
- l. 3531 - Unauthorized Work Stoppage

Series 4000 - Support Staff

- i. 4111 - Creating a Position
- ii. 4112 - Board-Staff Communications
- iii. 4120 - Employment of Support Staff
- iv. 4120.01 - Job Descriptions
- v. 4120.04 - Employment of Substitutes
- vi. 4121 - Criminal History Record Check and Employee Self-Reporting Requirements
- vii. 4122 - Nondiscrimination and Equal Employment Opportunity
- viii. 4122.01 - Drug-Free Workplace
- ix. 4122.02 - Nondiscrimination Based on Genetic Information of the Employee
- x. 4124 - Letter of Reasonable Assurance
- xi. 4130 - Assignment and Transfer
- xii. 4131 - Reduction in Staff
- xiii. 4132 - Vacancies
- xiv. 4139 - Staff Discipline
- xv. 4140 - Termination and Resignation
- xvi. 4160 - Physical Examination
- xvii. 4161 - Unrequested Leaves of Absence/Fitness for Duty
- xviii. 4210 - Support Staff Ethics
- xix. 4211 - Whistleblower Protection
- xx. 4213 - Student Supervision and Welfare
- xxi. 4214 - Staff Gifts
- xxii. 4215 - Use of Tobacco and Nicotine by Support Staff
- xxiii. 4216 - Support Staff Dress and Appearance
- xxiv. 4217 - Weapons Prohibited for Support Staff
- xxv. 4220 - Evaluation of Support Staff
- xxvi. 4230 - Ethics and Conflict of Interest
- xxvii. 4231 - Outside Activities of Support Staff
- xxviii. 4281 - Personal Property of Staff Members
- xxix. 4310 - Employee Expression in Noninstructional Settings
- xxx. 4340 - Grievance Procedure
- xxxi. 4362 - Employee Anti-Harassment
- xxxii. 4362.01 - Threatening Behavior Toward Staff Members
- xxxiii. 4410.01 - Compensation for Part-Time Staff
- xxxiv. 4419 - Group Health Plans
- xxxv. 4419.02 - Privacy Protections of Fully Insured Group Health Plans
- xxxvi. 4419.03 - Patient Protection and Affordable Care Act
- xxxvii. 4425 - Benefits
- xxxviii. 4430 - Leaves of Absence
- xxxix. 4430.01 - Family and Medical Leave of Absence ("FMLA")
- xl. 4431 - Employee Leaves
- xli. 4432 - Employee Sick Leave
- xlvi. 4440 - Job-Related Expenses
- xlvi. 4531 - Unauthorized Work Stoppage