

SCHOOL DISTRICT OF WEBSTER
REGULAR SCHOOL BOARD MEETING AGENDA

December 16, 2024 – 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 December 12, 2024
3. Pledge of Allegiance
4. Report and Approve Board Minutes
 - a. Regular Board Meeting of November 18, 2024
 - b. Executive Session of November 18, 2024
5. Treasurer's Report
 - a. General Fund Report
 - b. Consider Payment of Vouchers
6. Community Programs Presentation and Acknowledgement
7. Welcome Visitors - Public Comment
8. School District Report Card
9. Staff Resignations
 - a. Middle School Football Coach
 - b. Middle School Girls Basketball Coach
 - c. Assistant High School Baseball Coach
10. Committee Reports
 - a. Policy (First Reading of Neola Series **3000 - Professional Staff**, and **4000 - Support Staff**)
 - i. 3111 - Creating a Position
 - ii. 3112 - Board-Staff Communications
 - iii. 3120 - Employment of Professional Staff
 - iv. 3120.01 - Job Descriptions
 - v. 3120.04 - Employment of Substitutes
 - vi. 3120.06 - Selecting Student Teachers/Administrative Interns
 - vii. 3120.08 - Employment of Personnel for Co-Curricular/Extra-Curricular Activities
 - viii. 3121 - Criminal History Record Check and Employee Self-Reporting Requirements
 - ix. 3122 - Nondiscrimination and Equal Employment Opportunity
 - x. 3122.01 - Drug-Free Workplace
 - xi. 3122.02 - Nondiscrimination Based on Genetic Information of the Employee
 - xii. 3124 - Employment Contract
 - xiii. 3125 - Educator Licensing
 - xiv. 3130 - Assignment and Transfer
 - xv. 3131 - Reduction in Staff
 - xvi. 3132 - Vacancies
 - xvii. 3139 - Staff Discipline
 - xviii. 3140 - Non-Renewal, Resignation, and Termination
 - xix. 3160 - Physical Examination
 - xx. 3161 - Unrequested Leaves of Absence/Fitness for Duty
 - xxi. 3210 - Staff Ethics
 - xxii. 3211 - Whistleblower Protection
 - xxiii. 3213 - Student Supervision and Welfare
 - xxiv. 3214 - Staff Gifts
 - xxv. 3215 - Use of Tobacco and Nicotine by Professional Staff
 - xxvi. 3216 - Professional Staff Dress and Appearance
 - xxvii. 3217 - Weapons Prohibited for Professional Staff
 - xxviii. 3220 - Staff Evaluation and Educator Effectiveness
 - xxix. 3230 - Ethics and Conflict of Interest
 - xxx. 3231 - Outside Activities of Professional Staff
 - xxxi. 3242 - Professional Growth Requirements
 - xxxii. 3243 - Professional Meetings
 - xxxiii. 3281 - Personal Property of Staff Members
 - xxxiv. 3310 - Employee Expression in Noninstructional Settings
 - xxxv. 3340 - Grievance Procedure
 - xxxvi. 3362 - Employee Anti-Harassment
 - xxxvii. 3362.01 - Threatening Behavior Toward Staff Members
 - xxxviii. 3410.01 - Compensation for Part-Time Staff
 - xxxix. 3419 - Group Health Plans
 - xl. 3419.02 - Privacy Protections of Fully Insured Group Health Plans
 - xli. 3419.03 - Patient Protection and Affordable Care Act
 - xl. 3425 - Benefits
 - xlii. 3430 - Leaves of Absence
 - xliii. 3430.01 - Family and Medical Leave of Absence ("FMLA")
 - xliv. 3431 - Employee Leaves
 - xlvi. 3432 - Employee Sick Leave
 - xlvi. 3440 - Job-Related Expenses
 - xlvi. 3531 - Unauthorized Work Stoppage
 - xlix. 4111 - Creating a Position

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| I. 4112 - Board-Staff Communications | lxx. 4215 - Use of Tobacco and Nicotine by Support Staff |
| II. 4120 - Employment of Support Staff | lxxi. 4216 - Support Staff Dress and Appearance |
| III. 4120.01 - Job Descriptions | lxxii. 4217 - Weapons Prohibited for Support Staff |
| IIII. 4120.04 - Employment of Substitutes | lxxiii. 4220 - Evaluation of Support Staff |
| IV. 4121 - Criminal History Record Check and Employee Self-Reporting Requirements | lxxiv. 4230 - Ethics and Conflict of Interest |
| IV. 4122 - Nondiscrimination and Equal Employment Opportunity | lxxv. 4231 - Outside Activities of Support Staff |
| IVI. 4122.01 - Drug-Free Workplace | lxxvi. 4281 - Personal Property of Staff Members |
| IVII. 4122.02 - Nondiscrimination Based on Genetic Information of the Employee | lxxvii. 4310 - Employee Expression in Noninstructional Settings |
| IVIII. 4124 - Letter of Reasonable Assurance | lxxviii. 4340 - Grievance Procedure |
| IX. 4130 - Assignment and Transfer | lxxix. 4362 - Employee Anti-Harassment |
| IX. 4131 - Reduction in Staff | lxxx. 4362.01 - Threatening Behavior Toward Staff Members |
| IXI. 4132 - Vacancies | lxxxi. 4410.01 - Compensation for Part-Time Staff |
| IXII. 4139 - Staff Discipline | lxxxii. 4419 - Group Health Plans |
| IXIII. 4140 - Termination and Resignation | lxxxiii. 4419.02 - Privacy Protections of Fully Insured Group Health Plans |
| IXIV. 4160 - Physical Examination | lxxxiv. 4419.03 - Patient Protection and Affordable Care Act |
| IXV. 4161 - Unrequested Leaves of Absence/Fitness for Duty | lxxxv. 4425 - Benefits |
| IXVI. 4210 - Support Staff Ethics | lxxxvi. 4430 - Leaves of Absence |
| IXVII. 4211 - Whistleblower Protection | lxxxvii. 4430.01 - Family and Medical Leave of Absence ("FMLA") |
| IXVIII. 4213 - Student Supervision and Welfare | lxxxviii. 4431 - Employee Leaves |
| IXIX. 4214 - Staff Gifts | lxxxix. 4432 - Employee Sick Leave |
| | xc. 4440 - Job-Related Expenses |
| | xc. 4531 - Unauthorized Work Stoppage |

11. Principal Reports

- a. Elementary
 - i. Current Events
 - ii. Screening and Benchmark Testing
 - iii. Cub Club Update
- b. Middle School
 - i. Student Honor Roll
 - ii. Classroom Observations and Educator Effectiveness
 - iii. Senior Citizen's Breakfast
 - iv. Winter Band and Choir Concerts
- c. High School
 - i. National Honor Society Holiday Projects
 - ii. Winter Sports Update
 - iii. Current Events

12. District Administrator Report

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| a. School Board Election Update | b. Act 10 |
| c. Certificate of Deposit Update | d. WIAA Gymnastic Co-op Contract Renewal |
| e. WIAA Wrestling Co-op Contract Renewal | |

13. Possible Future Agenda Items

14. 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
 1. Full Time Custodian
 2. Middle School Girls Basketball Coach

- 3. Winter Sports Volunteer Coaches
 - 5. Calendar Advisor
 - ii. Personnel Matters
 - 1. Employee Discussion
 - iii. District Development Discussion
- 15. Return to Open Session
- 16. Action on Executive Session Items
- 17. Adjourn
- 4. Yearbook Advisor

(*or to immediately follow Special Board Meeting)