

JOHNSON CREEK SCHOOL DISTRICT  
**Policy Committee Meeting Minutes**  
**Thursday, March 7, 2019**  
**District Board Room**  
**5:30 p.m.**

Committee Chair Heidi Hartz called the meeting to order.

Committee Members Present: Heidi Hartz, June Kolaske, Jennifer Malueg, Rick Wensch, and Superintendent Michael Garvey

Also Present: Carl O'Neil, Duane Draeger, Elementary Principal Melissa Enger, and MS/HS Principal Neil O'Connell

Dr. Garvey verified that the meeting was properly posted pursuant to § 19.84(1) Wis. Statutes.

Motion by Wensch/Malueg to adopt the agenda as posted. Motion Carried.

The Committee discussed the District's nepotism policy.

Motion by Wensch/Malueg to modify the handbook Part I, Section 3.22 (A) clarifying the language of the policy using language provided by Attorney Larry Steen. Part I, Section 3.22 (A) will read:

Part I Section 3.22 (A) Applicants for employment in the District shall be selected without regard to a relationship by affinity or consanguinity, which they may have with a current employee of the District. However, to avoid possible conflicts of interest, which may result from employment procedures, an employee who is related by affinity or consanguinity to another employee or applicant shall not participate in or exercise any influence in any decision to hire, retain, promote, evaluate or determine the salary of that person.

The employee shall not determine or participate in or exercise any influence related to any employment benefit received specifically by that person. The employee shall not give any preferential or favored treatment to that person.

Roll Call vote: Kolaske (Y), Malueg (Y), Hartz (Y), and Wensch (Y)

Yes – 4

No – 0

Motion Carried

The Committee reviewed a proposal from NEOLA to provide policy services for the District. The Committee members did not take action, agreeing that the current process of policy updating is working and the \$15,000 can be used other places. Mr. Draeger suggested in the event that Dr. Garvey leaves or policy writing becomes difficult, the District can then look at NEOLA.

Motion by Malueg/Wrensch to adjourn. Motion Carried.

Respectfully Submitted,

Michael P. Garvey, Ph.D.  
Superintendent