

JOHNSON CREEK SCHOOL DISTRICT
Policy Committee Meeting Minutes
Wednesday, November 4, 2020
District Board Room
5:30 p.m.

Committee Chair Ken Johnson called the meeting to order.

Committee Members Present: Ken Johnson, June Kolaske, Janelle Kwarciany, and Rick Wrench

Also Present: Superintendent Michael Garvey

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

Motion by Kolaske/Kwarciany to adopt the agenda as posted. Motion Carried.

The Committee reviewed a number of policies related to Title IX changes and student conduct.

The Committee Reviewed and took no action on the following

- 411.1 Sexual Harassment—recommended future review
- 411.2 General Harassment—reviewed but no changes recommended
- 411.3 Bullying—reviewed but no changes recommended
- 443.4 Prohibited Drug related activities—reviewed but no changes recommended
- 443.5 Student Possession of Electronic Devices—recommend future review
- 443.6 Weapons in School—reviewed but no changes recommended

Motion by Kwarciany/Wrench to recommend that the Board revise the following policies as indicated:

- 411** Equal Educational Opportunities—Recommends the update of discrimination references, to update the District Administrator contact and to add Reference to Title IX Coordinator
- 443** Student Conduct—Recommends adding additional language to strengthen the policy.

- 443.1** Academic Honesty—Recommends removal of the reference to an Assistant Superintendent for Educational Service/designee and revise the appeal process to fit Johnson Creek Schools
- 443.2** Bus Discipline—Recommends adding a reference to a bus company after Director of transportation references.
- 443.3** Use of Tobacco—Recommends simplifying to “school’s disciplinary code” and adding “including referral to law enforcement”.
- 511.1** Statement of Compliance with Federal and State Laws—Recommends Updating of referral references
- 511.2** Non-Discrimination—Recommends updating the law references and Updating of referral references
- 511.3** Open Hiring/Equal Opportunity /Affirmative Action—Recommends updating the law references and Updating of referral references

Motion Carried.

Adherence to COVID Policies

Dr. Garvey reviewed the difficulty in rule and conduct enforcement, by the administrators, when parents, staff and students do not cooperate.

Nepotism Policy (Section I.3.22 of the Employee Handbook)

The Committee reviewed the possible changes to the nepotism language in the employee handbook which they had sent to the full Board for discussion. The revisions included the outcome of the full Board discussion. Mrs. Kolaske wanted to see the recommended additional language with the current handbook language. Mr. Wrensch indicated that he was not in favor of changing the current policy. Mr. Johnson remarked that if in the future a superintendent candidate would present a spouse and the superintendent candidate as a “package deal” the Board could waive its policy. At that point Dr. Garvey excused himself indicating that it was clear that the proposed policy change was in fact just about his family.

The Committee continued discussing the proposed policy changes. Mr. Johnson will meet with Dr. Garvey about getting the proposed language added to the current policy so that the Committee can review it in context. Mrs. Kolaske asked to have Bob Butler on the WASB Legal

Team review the proposed language. Mr. Wensch suggested that the information be sent to the School District's attorney, Larry Steen.

Motion by Kwarciany/Wensch to adjourn. Motion Carried.

Submitted by,

Michael P. Garvey, Ph.D.
Superintendent