

Personnel Committee Minutes
February 13, 2023

Meeting Opened at 5:30 p.m.
Location: BOE Room

Agenda Item #1–WiseStaff Report-The District is in compliance with the DPI WiseStaff Report. The WiseStaff Report matches all teaching assignments with their respective DPI license and certification. Should the teacher’s assignment and license/certification not align, the report will identify such cases and the District must take corrective action. The District had very few errors and all errors have been addressed and the necessary corrections have been made.

Agenda Item #2–Teacher Non-renewal Wisconsin Statute 118.22-The District will not be seeking non-renewal of any teachers this year. Such teachers, whereby their teaching performance was unsatisfactory, have resigned.

Agenda Item #3–Current staffing vacancies-The personnel committee was updated on the vacancies currently existing in the District. There are two custodial positions, one maintenance, seven paraprofessionals, two clerical, two administrators, one reading teacher, one science teacher, and one non-represented non certified position for buildings, grounds, and custodians. In addition, the District has had 12 teachers resign since the beginning of the school year and 10 teachers and one coordinator have submitted their notice to retire effective June 30, 2023. The retirements include two kindergarten teachers, one high school social studies teacher, two middle school teachers, two elementary school teachers, one speech and language pathologist, one elementary EL teacher, one district math specialist, and one safety and mental health coordinator position.

Agenda Item #4-Absence Due to Death in the Family–Updated language was proposed that is more inclusive relative to family members. Recently, there was a case where an employee requested time off for the death of his mother-in-law. The current language does not include in-laws among many other family members. In addition, the last sentence in the current language is confusing to employees and needs to be deleted. This sentence has been misinterpreted by employees and others and has resulted in inconsistent application of the policy.

Agenda Item #5-New Employee Health and Dental Insurance Eligibility Date-The current language states that coverage begins on the employee's first day of work. However, the current practice is that coverage begins on the first day of the next month after the first day of actual work. The committee engaged in multiple conversations regarding the matter and the committee decided to table the agenda item until next month’s personnel committee meeting.

Agenda Item #6-Teacher Job Share Provision Number 6. The current language states that should a job share dissolve and should the remaining job share partner not accept the full time position, the District may hire a teacher from outside of the District on a limited term contract.

The concern here is that the District may not be able to secure a satisfactory replacement if the District is limited to offering only a limited term contract. The proposed language includes the District being able to offer a LTC or a regular contract depending what's in the best interests of the District. And, given the remaining teacher in the job share declines the offer to go full time, said teacher shall resign.

Adjourned 6:18 p.m.