



**Monday, November 8, 2021
Board of Education Meeting**

**APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
Time: 6:00 PM**

The Board of Education will be meeting in the Scullen Leadership Center, 131 E. Washington Street, Suite 1A. Some individuals will be joining via zoom and the meeting will be livestreamed on YouTube. In-person public attendance (other than registered on-site public input) is suspended until further notice. **Limited registration is available for on-site public input (additional information can be found on the District's website).** Members of the media or general public may access the meeting via the live stream broadcast on the Appleton Area School District YouTube Channel: <https://www.youtube.com/channel/UChO-i09YGgt4uKnCWYvt8Pw>. For remote attendance via telephone, please dial: 1-312-626-6799 Meeting ID: 988 9601 9743

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda. Members of the public wishing to address the Board may speak during public input or provide written comments in accordance with the procedures posted on the District's website (http://www.aasd.k12.wi.us/district/board_of_education/public_input) and state law. The Wisconsin Open Meetings Law allows only brief discussion of topics that are not listed on the agenda. Therefore, the Board may not be able to fully address comments made during public input. When appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have.

Any special needs or any requests for accommodations related to accessing the meeting should be sent to Clara Kopplinger, at kopplingerclar@asd.k12.wi.us or (920) 832-6126, at least 24-hours in advance of the meeting. This would include any person for whom it would be burdensome or infeasible to use the primary method(s) of remote access established by the District.

1. Meeting Opening

Subject	A. Roll Call
Meeting	Nov 8, 2021 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	B. Pledge of Allegiance
Meeting	Nov 8, 2021 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

2. Approval of Agenda (GC-2: Governing Commitments)

Subject **A. Board Member Request to Remove Consent Agenda Items(s) for Separate Consideration**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 2. Approval of Agenda (GC-2: Governing Commitments)

Type Procedural

Subject **B. Approval of Agenda**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 2. Approval of Agenda (GC-2: Governing Commitments)

Type Action, Procedural

3. Special Presentation

Subject **A. Student School Board Representative Introductions**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 3. Special Presentation

Type Information, Recognition

Brief introductions of this year's Student School Board Representatives:

Ryan Hanson - East High School

Sulia Chang - West High School

Kyoungmin (Kris) Lee - North High School (*not present*)

Subject **B. Celebrations: Native American Heritage Month (OE-3.3.d: Create and maintain organizational commitment to open, responsive and welcoming conditions throughout the district.)**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 3. Special Presentation

Type Discussion, Information, Presentation, Recognition

Shelby Siebers, AASD Cultural Adviser, will present information on some of the ways the AASD is celebrating Native American Heritage Month.

File Attachments

[2021 Native American Heritage Month.pdf \(253 KB\)](#)

4. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Subject **A. Public Input**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 4. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

published comments. For additional information or to submit your comments, please visit our website at http://www.aasd.k12.wi.us/district/board_of_education/public_input.

5. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Subject A. None.

Meeting Nov 8, 2021 - Board of Education Meeting

Category 5. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Type Discussion, Information, Presentation

6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Subject A. Business Services Update(s): AP Check Register October 2021; School Resource Officer Memorandum of Understanding Between APD and AASD (IOI); School Resource Officer and Crossing Guard Contract with APD (IFC)

Meeting Nov 8, 2021 - Board of Education Meeting

Category 6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Chief Financial Officer Greg Hartjes will update the Board on Business Services items for consideration.

File Attachments

[IOI - SRO MOU between APD and AASD .pdf \(7 KB\)](#)

[APD - AASD SRO MOU.pdf \(582 KB\)](#)

[IFC - SRO and Crossing Guard Contract with APD.pdf \(113 KB\)](#)

[Contribution Agreement for SRO and Crossing Guard - AASD and APD.pdf \(438 KB\)](#)

Subject B. School Services Update(s): Start College Now/Early College Credit Program – 2nd Semester/Lawrence Term II/ 2021-22 Classes

Meeting Nov 8, 2021 - Board of Education Meeting

Category 6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Assistant Superintendent Steve Harrison will present information regarding the Start College Now/Early College Credit Program – 2nd Semester/Lawrence Term II/ 2021-22 Classes, for consideration.

File Attachments

[Item for Consideration - Term II- 2021-22 Start College Now Early College Credit Programs.pdf \(32 KB\)](#)

[2021-22 SCN_ECCP SEM II - SII.pdf \(50 KB\)](#)

Subject **C. Personnel Services Update(s): Professional Educator New Hire(s); Resignation(s), and Contract Changes (Based on Professional Growth); Employee Handbook Revisions**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Chief Human Resources Officer Julie King will update the Board on Personnel Services items for consideration.

File Attachments

IFC Employee Handbook Revisions (2021-2022) 11-8-21.pdf (127 KB)

Handbook Revisions 2021-22 (Maint).pdf (235 KB)

7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Subject **A. Annual Budget Hearing Minutes from October 25, 2021**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

Subject **B. Board Meeting Minutes from October 25, 2021**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Subject **A. AP Check Register October 2021**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

Fiscal Impact Yes

Budgeted Yes

Recommend approval for October 2021 AP check register.

Subject **B. Start College Now/Early College Credit Program – 2nd Semester/Lawrence Term II/ 2021-22 Classes**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments

[Item for Consideration - Term II- 2021-22 Start College Now Early College Credit Programs.pdf \(32 KB\)](#)
[2021-22 SCN_ECCP SEM II - SII.pdf \(50 KB\)](#)

Subject **C. Professional Educator New Hire(s)**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments

[IFC Professional Educator New Hire 11-8-21.pdf \(116 KB\)](#)

Subject **D. Professional Educator Resignation(s)**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments

[IFC Professional Educator Resignations 11-8-21.pdf \(112 KB\)](#)

Subject **E. Professional Educator Contract Changes (Based on Professional Growth)**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments
[IFC-Professional Educator Contract Changes \(Based on Professional Growth\).pdf \(7 KB\)](#)

9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Subject **A. Superintendent's Report: The District Leadership Team will provide a brief report on current matters affecting education and related District initiatives.**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Report

Subject **B. School Services Report: Summer School 2021**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Report

Assistant Superintendent Steve Harrison will report on Summer School 2021.

File Attachments
[Item of Information 2021 Fall.pdf \(10 KB\)](#)

10. Board Business

Subject **A. OE-12 Facilities - Interpretation and Indicators - First Draft for Discussion**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 10. Board Business

Type Discussion, Information

File Attachments
[Appleton - OE 12 Facilities with detail.docx.pdf \(129 KB\)](#)

Subject **B. School Resource Officer and Crossing Guard Contract with APD for Consideration**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 10. Board Business

Type Action, Discussion

File Attachments
[IFC - SRO and Crossing Guard Contract with APD.pdf \(113 KB\)](#)

Subject C. Employee Handbook Revisions for Consideration

Meeting Nov 8, 2021 - Board of Education Meeting

Category 10. Board Business

Type Action

File Attachments

Handbook Revisions 2021-22 (Maint).pdf (235 KB)

IFC Employee Handbook Revisions (2021-2022) 11-8-21 (002).pdf (127 KB)

Subject D. Communication on Board Self Evaluation for Information

Meeting Nov 8, 2021 - Board of Education Meeting

Category 10. Board Business

Type Discussion, Information

Board President Kay Eggert will communicate an update regarding the Board Self Evaluation process/potential timeline.

Subject E. Planning/Facilitating Board Linkage Opportunities With the Community for Discussion

Meeting Nov 8, 2021 - Board of Education Meeting

Category 10. Board Business

Type Discussion, Information

Subject F. Consent Agenda Item(s) Removed for Separate Consideration

Meeting Nov 8, 2021 - Board of Education Meeting

Category 10. Board Business

Type Action, Discussion

11. Items of Information

Subject A. School Resource Officer Memorandum of Understanding Between APD and AASD

Meeting Nov 8, 2021 - Board of Education Meeting

Category 11. Items of Information

Type Information

File Attachments

IOI - SRO MOU between APD and AASD .pdf (7 KB)

APD - AASD SRO MOU.pdf (582 KB)

Subject **B. Summer School 2021**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 11. Items of Information

Type Discussion, Information, Report

Assistant Superintendent Steve Harrison will report on Summer School 2021.

File Attachments
[Item of Information 2021 Fall.pdf \(10 KB\)](#)

12. Future Meetings

Subject **A. Board Work Session: Thursday, November 11, 2021, 7:30 AM**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 12. Future Meetings

Type Information

Subject **B. Board Work Session: Monday, November 22, 2021, 4:00 PM**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 12. Future Meetings

Type Information

Subject **C. Next Board Meeting: Monday, November 22, 2021, 6:00 PM**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 12. Future Meetings

Type Information

13. Adjourn

Subject **A. Motion to Adjourn the Meeting**

Meeting Nov 8, 2021 - Board of Education Meeting

Category 13. Adjourn

Type Action, Procedural

APPLETON AREA SCHOOL DISTRICT

CELEBRATES

NATIVE AMERICAN HERITAGE MONTH

LEARN HOW TO MAKE CORN HUSK DOLLS WITH SOPHIA KING (ONEIDA NATION OF WISCONSIN)

Learn with us on **Tuesday, November 9** from 5:00-7:00 p.m. at the AASD Diversity Center (2701 N. Oneida St, Suite C1 Appleton, WI 54911). Snacks and light refreshments provided. Scan the QR code to sign up.



ART GALLERY & STUDENT PANEL: LIVING OUR STORIES: INDIGENOUS EXCELLENCE, RESISTANCE, AND FUTURES

Join us on **Friday, November 19** from 5:00-7:00 p.m. at the AASD Diversity Center (2701 N. Oneida St, Suite C1 Appleton, WI 54911) to view and enjoy AASD High School students' art and hear directly from our students about Indigenous Excellence, Resistance, and Futures. Food sampling and beverages provided.

INDIGENOUS FOOD DEMONSTRATION WITH CHEF ARLIE DOXTATOR (ONEIDA NATION OF WISCONSIN)

On **Monday, November 22** from 6:00-7:00p.m. at the AASD Diversity Center (2701 N. Oneida St, Suite C1 Appleton, WI 54911) stop by for an Indigenous Food Demonstration or watch the AASD website for a virtual option. Snacks and light refreshments provided.

EDUCATION THROUGHOUT THE MONTH OF NOVEMBER

The **12 Wisconsin Tribal Nation flags** will be hung up in the AASD Diversity Center along with information about each tribal Nation.

From **November 1-5** learn about the Oneida Nation, Forest County Potawatomi, and the Red Cliff Band of Lake Superior Chippewa.

From **November 9-13** learn about the Menominee Nation, the Bad River Band of Lake Superior Chippewa, and the St. Croix Chippewa Indians of Wisconsin.

From **November 16-20** learn about the Ho-Chunk Nation, the Lac Courte Oreilles Band of Lake Superior Chippewa Indians, and the Sokagon Chippewa Community- Mole Lake Band of Lake Superior Chippewa.

From **November 23-27** learn about the Stockbridge-Munsee Community Band of Mohican Indians, the Lac Du Flambeau Band of Lake Superior Chippewa Indians, and the Brothertown Indian Nation.

**INDIGENOUS POP-UP LIBRARY ON
DISPLAY AT AASD WELCOME CENTER - C1
FROM NOVEMBER 1-30 FEATURING
BOOKS FOR K-12 STUDENTS WRITTEN
BY INDIGENOUS AUTHORS**



Diversity, Equity, and Inclusion

Questions? Contact Shelby Siebers at
SIEBERSSHELBY@ascd.k12.wi.us

ITEM OF INFORMATION

Topic: City of Appleton Police Department (APD) and the Appleton Area School District (AASD) School Resource Officer Program Memorandum of Understanding.

Background Information: The AASD and APD began working on a Memorandum of Understanding (MOU) in 2019 that would set forth guidelines to ensure that APD staff, AASD staff, and the communities they serve, have a shared understanding of the School Resource Officer (SRO) Program.

The purpose of the MOU is to establish and delineate the mission of the SRO program as a joint cooperative effort. The MOU clarifies roles and expectations and formalizes relationships between the AASD and APD to foster an efficient and cohesive program that will help to build positive relationships between police officers, school staff, students, and families, promote a safe and positive learning environment, and decrease the number of youth formally referred to the juvenile justice system.

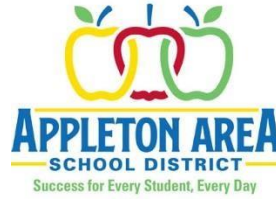
Input on the MOU was provided by AASD Staff, as well as by the AASD Safety and Security Work Group.

Fiscal Note: NA

Instructional Impact: N/A

Contact Person(s): Greg Hartjes, 997-1399, ext. 2029
Matt Zimmerman, 997-1399, ext. 2026

Submitted: November 8, 2021



City of Appleton Police Department and the Appleton Area School District School Resource Officer Program Memorandum of Understanding

This document will serve to set forth guidelines to ensure that law enforcement, school officials, and the communities they serve, have a shared understanding of the School Resource Officer Program.

I. Purpose:

This Memorandum of Understanding (hereafter "MOU"), made by and between the City of Appleton Police Department (hereafter "APD"), with a business address of 222 South Walnut Street, Appleton WI 54911, and the Appleton Area School District (hereafter "AASD"), with a business address of 131 East Washington Street, Suite 1A, Appleton WI 54911, establishes and delineates the mission of the School Resource Officer Program (hereafter "SRO Program"), as a joint cooperative effort. Additionally, the MOU clarifies roles and expectations and formalizes relationships between the APD and AASD to foster an efficient and cohesive program that will build a positive relationship between police officers, school staff, students, and families, promote a safe and positive learning environment, and decrease the number of youth formally referred to the juvenile justice system.

II. Mission:

The mission of the SRO Program is to promote school safety by building a positive school climate in which everyone feels safe and students are supported to succeed. The SRO Program also seeks to reduce violent crime committed by and against youth in our community. The SRO Program accomplishes this mission by supporting safe, secure, and orderly learning environments for students and staff. School Resource Officers (hereafter "SRO's") will establish a trusting channel of communication with students, parents, and staff and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline nor punish students. SRO's will serve as positive role models to instill in students good moral standards, good judgment and discretion, respect for other students, and a sincere concern for the school community. SRO's will provide information regarding community resources available to students and their families. Goals and objectives are designed to develop and enhance rapport between students, families, police officers, school administrators, and the community in order to promote overall student achievement and success.

III. Goals of the SRO Program:

- Ensure a safe learning environment and foster a positive school climate for all school communities.
- Be a resource to the students, parents, and staff of all of the school communities we serve.
- Work with school, government, and community-based resources to be a connection for those we serve to gain access to needed supports and services.
- Establish rapport and relationships with students, in particular those deemed at risk, and find ways to divert them from becoming involved in the juvenile justice system.

IV. Role of the SRO Program:

The SRO Program is unique to the community and is designed to fulfill three overall roles: law enforcement/ school safety, fostering positive school climate/crime prevention, and education.

- 1. Law Enforcement/School Safety** – SRO's are responsible for the majority of law enforcement activities occurring at the school during school hours. SRO's are not to issue school discipline. A determination of whether an activity raises to the level of a law enforcement activity should be made in consultation with a school administrator. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO.

While enforcement is a role of SRO's, alternatives to arrest should be used whenever possible. The SRO's discretion to act remains the same as that of any other police officer.

The SRO shall serve on school Threat Assessment Teams, regularly communicate with administration about safety and security concerns, and collaborate with school officials to conduct yearly safety assessments.

- 2. Fostering Positive School Climate/Crime prevention** - One of the primary roles SRO's fulfill is fostering a positive school climate through relationship-building and crime prevention. Officers will engage in various activities, in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know students at the school, serving as a role model, and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling the parking lots. Officers may also complete security surveys analyzing the physical safety of school property and facilities.
- 3. Education** - SRO's should participate in the school community by providing or coordinating educational opportunities and providing presentations for students, staff, parents and other community members. The education provided or coordinated by the SRO's should encompass the knowledge and experience associated with the role of a law enforcement officer.

V. Organizational Structure:

Chain of Command for SRO's - The SRO's will be accountable to the Appleton Police Department chain of command, and report directly to the SRO Coordinator. SRO's shall abide by Appleton Police Department (hereafter "APD") policy/procedures and Wisconsin state statutes. The SRO is expected to cooperate with the school officials, including administrators and staff. The SRO will abide by applicable school policies and respond to the requests of school officials. Any concerns held by school officials regarding the performance of an SRO should be brought to the APD SRO Coordinator, and recorded in their annual evaluation, which is completed by the school principal.

Complaints against the SRO shall follow the normal complaint process of the Appleton Police Department. Appropriate AASD administrators should be made aware of any complaints that are deemed applicable to the officer's role as a SRO by the APD SRO Coordinator.

SRO selection and substitution - School officials should be a part of SRO selection processes in conjunction with APD personnel. SRO absence and substitution shall be communicated with the respective school administration.

Role in School Policy Violations – SRO's are not school disciplinarians and violations of school rules that are not criminal matters should always be handled by school staff members, not SRO's.

SRO training requirements - The APD shall provide SRO's such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his or her duties as SRO. Training should be considered in, but not limited to, the following areas:

- Mental Health
- De-escalation techniques
- Adverse Childhood Experience's, (ACE's)
- Trauma Informed practices
- Sensitive Crime Investigation techniques
- School Threat Assessment
- Alert, Lockdown, Inform, Counter, Evacuate, (ALICE)

SRO's are expected to attend all training assigned by the APD. It is recognized that some of these will conflict with officer availability at their assigned school(s). These conflicts will be minimized as much as possible. The officer shall notify the appropriate school staff of their absence, and provide a list of SRO's to contact in their absence.

VI. Information Sharing:

School Records – Through this agreement, AASD designates each SRO a "school official" as provided in the Federal Educational Rights and Privacy Act (FERPA) 20 U.S.C. 1232g, and 118.125(2)(d) of the Wisconsin Statutes. The SRO may be provided access to student records maintained by the school district only as needed by the SRO to perform his or her duties as SRO. The SRO may also be granted access to student records in the event of an emergency situation threatening the health or safety of a student or other individual. The SRO may only re-disclose student records consistent with FERPA and Wisconsin pupil records law.

Police Department Records - Records created and maintained by the SRO for the purpose of ensuring the safety and security of persons or property in the school, district, or for the enforcement of local, state, or federal laws or ordinances shall not be considered student records - even when such records may serve the dual purpose of enforcing school rules - and are not subject to the same prohibitions of access or disclosure by the SRO. (This provision does not prohibit school personnel from complying with the notice and reporting requirements of seclusion or restraint of a student by the SRO as specified in 118.305(4) of the Wisconsin Statutes.)

Release of Information - Wisconsin Statute 938.396(1) mandates law enforcement records of juveniles shall be kept separate from the records of adults. Law enforcement agency records of juveniles shall not be open to inspection or their contents disclosed except under certain subsections of this statute or by court order. Subsection (1)(c)(3.) of this statute states:

“....[a] law enforcement agency, on its own initiative or on the request of the school district administrator of a public school district, the administrator of a private school, or the designee of the school district administrator or the private school administrator, may, subject to official agency policy, provide to the school district administrator, private school administrator, or designee, for use as provided in statute 118.127, any information in its records relating to any of the following:

- a. The use, possession, or distribution of alcohol or a controlled substance/analog by a juvenile enrolled in the public school district or private school.
- b. The illegal possession by a juvenile of a dangerous weapon, as defined in stat. 939.22(10).
- c. An act for which a juvenile enrolled in the school district or private school was taken into custody under stat. 938.19 based on a law enforcement officer’s belief that the juvenile was committing or had committed a violation of any state or federal criminal law.
- d. An act for which a juvenile enrolled in the public school district or private school was adjudged delinquent.”

The AASD may disclose information from law enforcement officers' records obtained under Wis. Stat. 938.396 (1) (c) 3. only to persons employed by the school district who are required by the department under Wis. Stat. 115.28 (7) to hold a license, to persons employed by the private school as teachers, and to other school district or private school officials who have been determined by the school board or governing body of the private school to have legitimate educational interests, including safety interests, in that information.

It is the policy of the APD that the SRO’s encourage and support the confidential exchange of information with AASD personnel. Also, in accordance with the above-referenced laws, the exchange shall be verbal and the source of the information will remain confidential. Every SRO will have one primary person with whom verbal information will be exchanged confidentially. No written reports or documentation will be released to school officials except when otherwise necessary and permissible.

The two primary types of information to be exchanged will be (1) issues that pertain to safety; and, (2) information about alcohol or drug use by students.

Information about actual or potential safety issues at the school will be shared with the primary contact person at the school, when he/she is available, and with appropriate staff when necessary. Each school shall use the information for the purpose of monitoring the situation and making necessary school officials aware of actual or potential safety problems.

Alcohol and drug use information shared with the school can be used to assist students with treatment and/or counseling. To this end, the information can be shared with school "student assistance programs" or similar personnel. Pursuant to Wis. Stat 118.127: "A school district may not use law enforcement officers' records obtained under s. 938.396 (1) (c) 3. as the sole basis for expelling or suspending a pupil or as the sole basis for taking any other disciplinary action but may use law enforcement officers' records obtained under s. 938.396 (1) (c) 3. as the sole basis for taking action against a pupil under the school district's athletic code." The information must remain confidential.

School faculty, coaches, or athletic directors should not approach officers for information about students. This is confidential information, only to be shared through the process outlined herein.

VII. Contributions for SRO Services:

Monetary responsibilities for the SRO program can be found in the attachment to this MOU, titled Contribution Agreement: School Resource Officer Program and Crossing Guard Program (hereafter "Contribution Agreement") which was previously adopted by APD and AASD.

VIII. Reviewing the MOU and SRO Program:

Representatives of APD and AASD shall review this MOU annually and adjust as needed. Any agreed upon adjustments or revisions will be reflected in an updated written MOU.

The APD and AASD agree that such review shall commence no later than July 1. The APD and AASD will endeavor to produce a revised MOU in time for the latest regular August meeting of the AASD Board.

IX. Problem Resolution:

Difficulties or questions will be resolved by negotiation between the Superintendent of the Appleton Area School District and the Chief of Police of the Appleton Police Department or their designees.

X. Term of Agreement:

This agreement shall begin on the date of the last signature below. Unless there is an updated MOU agreed upon by the parties as described in section VIII above, the terms of this agreement shall automatically renew for the term of the Contribution Agreement, to wit the 2021-2022 school year, the 2022-2023 school year, and the 2023-2024 school year.

XI. Severability:

In the event that any part of this agreement is found to be illegal or unenforceable, it shall be stricken from the agreement and the agreement interpreted as if that clause did not exist.

IN WITNESS WHEREOF, the undersigned parties by causing this Instrument to be executed, indicate that they are authorized representatives of the parties named herein, have read and understand all the terms and conditions of this agreement, and do bind the parties to comply with the agreement.

APPLETON AREA SCHOOL DISTRICT

Attest: _____
Printed Name: _____

By: _____
Printed Name: _____
Title: _____
Date: _____

CITY OF APPLETON POLICE DEPARTMENT

Attest: _____
Printed Name: _____

By: _____
Printed Name: _____
Title: _____
Date: _____

**Attachment – Contribution Agreement: School Resource Officer Program and Crossing Guard
Program – on following pages**

ITEM OF CONSIDERATION

Topic: School Resource Officer and Crossing Guard Contribution Agreement contract with the Appleton Police Department (APD).

Background Information: The current contribution agreement contract between the Appleton Area School District (AASD) and the APD for School Resource Officer and Crossing Guard services expires on June 30th, 2022. We would like to renew the contract for an additional five years. The renewed contract will begin with the 2022-2023 school year and continue through the end of the 2026-2027 school year.

The contract with the APD includes a contribution from the AASD for 50% of the personnel costs, including salary and benefits, for twelve (12) School Resource Officers. In addition, the AASD will contribute 50% toward the cost of the Crossing Guard program, which includes 27 guards.

The contribution of 50% for school resource officers is an increase from the 40% contributed during the previous 5-year contract, and will result in an increase of approximately \$75,000 per year.

Fiscal Note: The District's contribution to the APD in 2022-2023 is estimated to be \$711,657.

Instructional Impact: N/A

Contact Person(s): Greg Hartjes, 997-1399, ext. 2029

Board Action: November 8, 2021

Contribution Agreement:

School Resource Officer Program and Crossing Guard Program

I. The Parties

- 1.01 The Appleton Area School District (hereinafter "District"), doing business at its main office located at 131 E. Washington Street, Suite IA, Appleton, Wisconsin.
- 1.02 The City of Appleton Police Department (hereinafter "Police Department"), doing business at 222 South Walnut Street, Appleton, Wisconsin.

II. The Recitals

Whereas,

- 2.01 The Appleton community benefits from having School Resource Officers (hereinafter "SROs" or "SRO") present in schools to offer guidance with matters involving law enforcement to students, staff, family members, and members of the school neighborhood.
- 2.02 The Police Department benefits from having its officers fulfill their duties while present in community schools.
- 2.03 The Police Department and the District recognize the SRO program (formerly known as the Police School Liaison/PSL program) to be worthwhile and therefore desire to continue the program in the future.
- 2.04 The District recognizes that the Police Department incurs expenses in providing the SRO program, as the SROs are sworn officers of the Police Department.
- 2.05 Recognizing the benefits of the SRO program, the District desires to contribute funds to the Police Department to help offset program expenses.
- 2.06 The Appleton community benefits from having crossing guards assigned to specific locations within the City of Appleton to help ensure safe travel for all pedestrians crossing those locations near schools.
- 2.07 The Police Department recognizes the important community safety benefits from having crossing guards assigned to specific locations.
- 2.08 The District recognizes that the Police Department incurs expenses in providing and managing crossing guards at specific locations throughout the school year.
- 2.09 The Police Department and the District recognize the important public safety services that crossing guards provide to the community and therefore desire to continue the crossing guard program in the future.
- 2.10 Recognizing the benefits from the crossing guard program, the District desires to contribute funds to the Police Department to help offset program expenses.

III. The Agreement

Now therefore,

- 3.01 The recitals are made part of the agreement.
- 3.02 The District shall make a contribution to the Police Department for 50% of the personnel costs including salary and fringe benefits for 12 SROs for the 2022-2023 school year, the 2023-2024 school year, the 2024-2025 school year, the 2025-2026 school year, and the 2026-2027 school year. The District will contribute 100% of overtime costs for School related activities that are authorized by a District school principal or associate principal.
- 3.03 The District shall make said SRO program contributions to the Police Department in semi-annual installments, to be paid no later than the last business day of January and July.
- 3.04 The SROs shall be under the direct supervision of the Chief of Police or designee, and follow guidelines set forth in the November, 2021, Memorandum of Understanding (MOU) between the District and the Police Department
- 3.05 Indemnification: The District, having determined that the use of SROs on their campuses is essential to the operation of the district, and in exchange for the monetary consideration set forth in the agreement and the Police Department's agreement to the terms of the MOU, agrees to fully indemnify the SROs proceeded against in their official capacities, or individually, because of acts committed while carrying out the duties of a SRO within the school district. The District therefore agrees to pay judgments taken against the SROs in excess of any insurance applicable to the officer under the provisions of §895.46 Wis. Stats. The District's duty to indemnify under this paragraph shall be co-terminus with the responsibilities set forth in § 895.46 and, nothing in this agreement shall be read to require the District to provide any protections that are broader than or inconsistent with § 895.46.
- 3.06 The District shall make a contribution to the Police Department for 50% of the program costs of the crossing guard program for the 2022-2023 school year, the 2023-2024 school year, the 2024-2025 school year, the 2025-2026 school year, and the 2026-2027 school year.
- 3.07 The District shall make said crossing guard program contributions to the Police Department in semi-annual installments, to be paid no later than the last business day of January and July.
- 3.08 This agreement supersedes all prior or written agreements, if any, between the parties and constitutes the entire agreement between the parties. The agreement cannot be changed or modified orally. This agreement may be supplemented, amended, or revised only in writing by agreement of the parties.

IV. Severability

- 4.01 In the event that any part of this agreement is found to be illegal or unenforceable, it shall be stricken from the agreement and the agreement interpreted as if that clause did not exist.

IN WITNESS WHEREOF, the undersigned parties by causing this instrument to be executed, indicate that they are authorized representatives of the parties named herein, have read and understand all the terms and conditions of this agreement, and do bind the parties to comply with the agreement.

APPLETON AREA SCHOOL DISTRICT

Attest: _____ By: _____ Date: _____
A duly authorized representative
of the Appleton Area School District

CITY OF APPLETON POLICE DEPARTMENT

Attest: _____ By: _____ Date: _____
A duly authorized representative
of the Appleton Area School District

Item for Consideration

Topic: Start College Now/Early College Credit Program – 2nd Semester/Lawrence Term II/ 2021-22 Classes

Background Information: The Start College Now/Early College Credit Program (SCN/ECCP) allows students in grades 11 and 12 to take courses at institutions of higher learning at district expense to a maximum of 18 post-secondary credits. SCN/ECCP students typically apply for access to multiple courses (and multiple institutions) to improve chances of a successful class match. Student options are in practice limited based on postsecondary criteria (e.g. space in class, pre-testing qualification, schedule). While students may apply to multiple institutions, they may, by statute, attend only one institution per term. Students approved for courses at district expense must be accepted and registered at the institution of higher education. Grades must become part of high school transcript and GPA.

Curriculum administrators have reviewed and either approved or denied the requested courses as eligible for enrollment under the revised Youth Options program; input was solicited from staff.

Fiscal Note: As determined by Wis. Stat. § 118.55(5), the funding for successfully completed Early College Credit courses consists of the District ultimately paying 75% of the course tuition, fees, and course materials after a 25% tuition reimbursement coming from the Department of Workforce.

As determined by Wis. Stat. § 38.12(14), the district shall pay only such tuition, fees, and course materials costs as are required by law for Start College Now.

Administrative Recommendation: Approve payment for student requests for post-secondary courses. This approval is for the 2nd semester/term II of 2021-22.

Instruct the Assistant Superintendent of ACI to notify involved parents and students of this action by November 15, 2021 as per state statute.

Instructional Impact: The district will be in compliance with Wisconsin Act 39. Students will be able to expand their postsecondary program options while still in high school.

Contact Person: Steve Harrison, Assistant Superintendent for ACI
harrisonstepha@asd.k12.wi.us; 832-6157 ex 2177

BOE: 11/8/2021

Grade	H.S.	College/ University	Course #	Course Name	Approved / Denied	College Credits/ Units	HS Credit Earned
11	North	FVTC	10-531-169	Emergency Medical Technician-Basic	Approved	5	1
12	North	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75
12	West	FVTC	10-501-153	Body Structure and Function	Denied	2	0
12	West	FVTC	10-504-204	Criminal Justice System	Denied	3	0
12	West	FVTC	10-307-187	ECE: Children with Differing Abilities	Approved	3	0.75
12	West	FVTC	10-304-112	ECE: STEM	Approved	3	0.75
12	West	FVTC	10-531-105	Emergency Medical Responder w/Healthcare Provider	Approved	2	0.5
12	West	FVTC	10-531-160	Emergency Medical Technician-Basic	Approved	5	1
12	West	FVTC	10-504-110	Intro to Forensic Science	Approved	3	0.75
12	West	FVTC	10-501-101	Medical Terminology	Approved	3	0.75
12	West	FVTC	305-43-300	Nursing Assistant	Approved	3	0.75
12	West	FVTC	10-110-110	Real Estate Law	Approved	3	0.75
12	West	FVTC	10-550-100	Substance Abuse Services	Approved	2	0.5
12	West	FVTC	10-550-106	Understanding Addiction	Approved	3	0.75
12	North	UWO Fox Cities	101	College English	Approved	3	0.75
12	North	UWO Fox Cities	111	Drawing 1	Denied	3	-
12	North	UWO Fox Cities	PHI 105	Ethics	Approved	3	0.75
12	North	UWO Fox Cities	209	Humanities	Denied	3	-
12	North	UWO Fox Cities	ANT 102	Intro to Anthropology	Denied	3	-
12	North	UWO Fox Cities	104	Intro to Communication Studies	Approved	1	0.25
12	North	UWO Fox Cities	101	Intro to Comparative Politics	Denied	3	-
12	North	UWO Fox Cities	102	World Religions	Approved	3	0.75
12	North	FVTC	10-801-136	English Composition 1	Denied	3	-

Grade	H.S.	College/ University	Course #	Course Name	Approved / Denied	College Credits/ Units	HS Credit Earned
12	North	FVTC	10-806-177	General Anatomy and Physiology	Denied	4	-
12	North	FVTC	10-804-118	Intermediate Algebra	Denied	4	-
12	North	FVTC	10-809-198	Intro to Psychology	Denied	3	-
12	North	FVTC	10-809-196	Intro to Sociology	Denied	3	-
12	North	FVTC	10-801-198	Speech	Approved	3	0.75
11	West	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75
11	WCA	UW Eau Claire	THEA 130	Acting I	Denied	3	-
11	WCA	UW Eau Claire	CSD 101	American Sign Language	Approved	3	0.75
11	WCA	UW Eau Claire	CRMJ 103	Survey of the Criminal Justice System	Denied	3	-
11	WCA	UW Eau Claire	CSD 210	Cultural Perspective of the Deaf	Approved	3	0.75
11	WCA	UW Eau Claire	THEA 335	Drama in Education	Approved	3	0.75
11	WCA	UW Eau Claire	WGSS 111	Gender, Race, Class and Communication	Approved	3	0.75
11	WCA	UW Eau Claire	UEC 221	Leadership and Mentoring in ECE	Denied	1	-
11	WCA	UW Eau Claire	THEA 239	Stage Movement	Denied	3	-
11	WCA	UW Eau Claire	ENV 310	Sustainable Cities	Approved	3	0.75
11	WCA	UW Eau Claire	THEA 101	Theater Appreciation	Denied	3	-
11	WCA	UW Eau Claire	THEA 130	Voice and Dictation	Denied	3	-
12	East	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75
12	North	Lawrence	MATH 200	Complex Sequences and Series	Approved	6 units	0.75
11	WCA	UWO	UWX CH114	Chemistry in the Kitchen	Approved	4	0.75
11	WCA	UWO	UWX GE 170	Disasters: Living on the Edge	Approved	4	0.75
11	WCA	UWO	UWX ES 105	Intro to Environmental Studies	Approved	3	0.75
11	WCA	UWO	UWX FN 210	Personal Finance	Denied	3	-
11	VNS	FVTC	10-304-167	Drafting Skills for Interiors	Approved	3	0.75

Grade	H.S.	College/ University	Course #	Course Name	Approved / Denied	College Credits/ Units	HS Credit Earned
11	North	UWO	SPEC ED 402	American Sign Language	Approved	3	0.75
12	East	FVTC	10-304-179	Child Development	Approved	3	0.75
12	East	FVTC	10-304-187	Children with Differing Abilities	Approved	3	0.75
12	East	FVTC	10-304-195	Family and Community Relationships	Approved	3	0.75
12	East	FVTC	10-307-151	Infant and Toddler Development	Denied	3	-
12	WCA	FVTC	10-628-187	Auto CAD Fundamentals	Approved	1	0.25
12	WCA	FVTC	10-304-125	Basic Interior Design	Denied	3	-
12	WCA	FVTC	10-628-188	Blueprint Reading and Auto CAD	Approved	1	0.25
12	WCA	FVTC	32-420-350	Blueprint Reading, Basic -MTO	Denied	1	-
12	WCA	FVTC	10-304-150	Computer Basics for Design	Approved	1	0.25
12	WCA	FVTC	10-304-167	Drafting Skills for Interiors	Approved	3	0.75
12	WCA	FVTC	10-304-110	Fundamentals of Design	Denied	3	-
12	WCA	FVTC	10-304-166	Presentation Techniques	Approved	3	0.75
12	WCA	FVTC	10-104-151	Principles of Marketing 1	Denied	3	-
12	WCA	FVTC	10-660-181	Technical Software Essentials	Denied	1	-
12	WCA	FVTC	10-699-123	Video Publishing	Approved	1	0.25
11	North	FVTC	10-531-169	Emergency Medical Technician-Basic	Approved	5	1
11	WCA	UWO	BIO 104	Ecosphere in Crisis	Approved	3	0.75
11	WCA	UWO	PHIL 105	Ethics	Approved	3	0.75
11	WCA	UWO	PHIL 109	Intro to Philosophy	Approved	3	0.75
11	WCA	UWO	PHIL 101	Philosophy	Denied	3	-
11	WCA	UWO	BIO 117Q2	Right and Wrong of Healthcare Science	Approved	3	0.75
11	WCA	UWO	WBIS 188	Writing Based Inquiry Seminar	Approved	3	0.75
12	North	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75

Grade	H.S.	College/ University	Course #	Course Name	Approved / Denied	College Credits/ Units	HS Credit Earned
12	North	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75
12	North	FVTC	10-531-169	Emergency Medical Technician- Basic	Approved	5	1
11	North	FVTC	10-316-120	Culinary Applications	Approved	2	0.5
11	North	FVTC	10-316-110	Culinary Fundamentals	Denied	3	-
12	North	FVTC	10-802-145	Italian 4	Approved	3	0.75
12	North	FVTC	10-802-145	Italian 4	Approved	3	0.75
12	North	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75
12	East	FVTC	30-543-300	Nursing Assistant	Approved	3	0.75
12	North	FVTC	103-04-127	Color Theory	Approved	3	0.75
12	North	FVTC	10-304-167	Drafting Skills for Interiors	Approved	3	0.75
12	North	FVTC	10-304-110	Fundamentals of Design	Denied	3	-
12	North	FVTC	10-304-144	History of Furniture	Approved	3	0.75
12	North	FVTC	10-304-166	Presentation Techniques	Approved	3	0.75

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hire

BACKGROUND INFORMATION: The professional educator listed below is recommended for a contractual position for the 2021-2022 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date</u>
Ashley E. Andrejeski	Special Ed-4K ECSE	McKinley	100%	\$31,816	11/8/21

Ashley E. Andrejeski received her Bachelor of Science in Education degree from Silver Lake College with a major dual major in Early Childhood Education and Early Childhood Special Education. Ms. Andrejeski is being hired under a one-year license with stipulations as a “Temporary Employee” for the remainder of the 2021-2022 school year. Most recently, she served Royal Montessori Academy as a Preschool Teacher.

FISCAL NOTE: As indicated above.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: The candidate listed above has been recommended by the administrator to whom she will report as the best candidate for the position.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

11/8/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignations

BACKGROUND INFORMATION: The following Professional Educators have submitted a letter of resignation.

Nancy L. Bowen has been with the District for six and one half years, most recently as a Grade 5/6 Teacher at Franklin Elementary School. Ms. Bowen's resignation is effective at the end of the Thursday, October 21, 2021 workday.

Charlotte R. Radliff has been with the District for five and one half years, most recently as a Special Education Teacher at West High School. Ms. Radliff's resignation is effective at the end of the Friday, November 12, 2021 workday.

FISCAL NOTE: Dependent upon replacements.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: Qualified replacements will be procured.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

11/8/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Changes (Based on Professional Growth)

BACKGROUND INFORMATION: The District realizes the importance of professional development in educator growth and, in turn, student success. Through coursework, educators gain exposure to new strategies and best practices that they can incorporate into their classrooms. In addition, it offers educators an opportunity to collaborate with other professionals to connect theory, practice, and student outcomes. As a result, teachers are better equipped to offer students diverse learning opportunities that will prepare them to meet content standards.

Initial placement on the Compensation Framework is determined at time of hire. Movement on the Compensation Framework is reviewed annually and is based on a satisfactory evaluation of educator practice, the completion of the capacity building professional development focused on improving instructional effectiveness, and the available funding. Educators must work a minimum of one semester to be eligible for a compensation increase.

2021-22 Semester I Contract Changes

Total Expenditure: \$98,000

Number of Educators Receiving a Contract Change: 20

FISCAL NOTE: TOTAL COST

CONTACT PERSONS: Greg Hartjes (x2029)
Julie King (x2042)

12/8/21

ITEM OF INFORMATION

Topic: Summer School 2021

**Background
Information:**

The Appleton Area School District is part of a consortium of school districts for summer school programs. The other participating districts are Brillion, Freedom, Hilbert, Hortonville, Kaukauna, Kimberly, Little Chute, Menasha, Neenah, and Shiocton.

Classes were held in all elementary and middle schools this past summer, enabling all students to attend their neighborhood school. Our largest high school credit recovery program was held at East High School. Other credit recovery options were available at Central, East, North, West, and Higher Ground.

**Instructional
Impact:**

Enrollment in our summer school program was 5280 students, compared to 1829 students in 2020, and 7046 students in 2019. Our instructional staff full-time equivalency figure was 336 resident FTEs compared to 101 resident FTEs in 2020 and 405 resident FTEs in 2019.

District wide, summer school students were taught by 360 teachers, assisted by 60 substitutes, and 80 support positions, including paraprofessionals, secretaries, and interpreters.

High School district wide summer school held at East:

Semester 1: 285 students attended

Semester 2: 283 students attended

A total of 562 students finished and earned (.5) credit

Edgenuity summer school at all sites:

178 students participated. Several students were able to complete class requirements and 163 (.5) credits were earned.

Option 3 High School summer school at all sites:

111 students participated. Several students were able to complete class requirements and 112 (.5) credits were earned.

Summer eSchool:

506 students attended and 435 (.5) credits were earned. Of those, 338 AASD high school students participated, earning 284 (.5) credits and 146 AASD middle school students participated, earning 140 (.5) credits.

Contact

Person(s):

Gary Mulry, 997-1399 ext 3154, mulrygary@asd.k12.wi.us
Karrie Kadolph, 832-4976, kadolphkarrie@asd.k12.wi.us
Steve Harrison, 832-6157, harrisonstepha@asd.k12.wi.us

ITEM OF CONSIDERATION

Topic: School Resource Officer and Crossing Guard Contribution Agreement contract with the Appleton Police Department (APD).

Background Information: The current contribution agreement contract between the Appleton Area School District (AASD) and the APD for School Resource Officer and Crossing Guard services expires on June 30th, 2022. We would like to renew the contract for an additional five years. The renewed contract will begin with the 2022-2023 school year and continue through the end of the 2026-2027 school year.

The contract with the APD includes a contribution from the AASD for 50% of the personnel costs, including salary and benefits, for twelve (12) School Resource Officers. In addition, the AASD will contribute 50% toward the cost of the Crossing Guard program, which includes 27 guards.

The contribution of 50% for school resource officers is an increase from the 40% contributed during the previous 5-year contract, and will result in an increase of approximately \$75,000 per year.

Fiscal Note: The District's contribution to the APD in 2022-2023 is estimated to be \$711,657.

Instructional Impact: N/A

Contact Person(s): Greg Hartjes, 997-1399, ext. 2029

Board Action: November 8, 2021

Contribution Agreement:

School Resource Officer Program and Crossing Guard Program

I. The Parties

- 1.01 The Appleton Area School District (hereinafter "District"), doing business at its main office located at 131 E. Washington Street, Suite IA, Appleton, Wisconsin.
- 1.02 The City of Appleton Police Department (hereinafter "Police Department"), doing business at 222 South Walnut Street, Appleton, Wisconsin.

II. The Recitals

Whereas,

- 2.01 The Appleton community benefits from having School Resource Officers (hereinafter "SROs" or "SRO") present in schools to offer guidance with matters involving law enforcement to students, staff, family members, and members of the school neighborhood.
- 2.02 The Police Department benefits from having its officers fulfill their duties while present in community schools.
- 2.03 The Police Department and the District recognize the SRO program (formerly known as the Police School Liaison/PSL program) to be worthwhile and therefore desire to continue the program in the future.
- 2.04 The District recognizes that the Police Department incurs expenses in providing the SRO program, as the SROs are sworn officers of the Police Department.
- 2.05 Recognizing the benefits of the SRO program, the District desires to contribute funds to the Police Department to help offset program expenses.
- 2.06 The Appleton community benefits from having crossing guards assigned to specific locations within the City of Appleton to help ensure safe travel for all pedestrians crossing those locations near schools.
- 2.07 The Police Department recognizes the important community safety benefits from having crossing guards assigned to specific locations.
- 2.08 The District recognizes that the Police Department incurs expenses in providing and managing crossing guards at specific locations throughout the school year.
- 2.09 The Police Department and the District recognize the important public safety services that crossing guards provide to the community and therefore desire to continue the crossing guard program in the future.
- 2.10 Recognizing the benefits from the crossing guard program, the District desires to contribute funds to the Police Department to help offset program expenses.

III. The Agreement

Now therefore,

- 3.01 The recitals are made part of the agreement.
- 3.02 The District shall make a contribution to the Police Department for 50% of the personnel costs including salary and fringe benefits for 12 SROs for the 2022-2023 school year, the 2023-2024 school year, the 2024-2025 school year, the 2025-2026 school year, and the 2026-2027 school year. The District will contribute 100% of overtime costs for School related activities that are authorized by a District school principal or associate principal.
- 3.03 The District shall make said SRO program contributions to the Police Department in semi-annual installments, to be paid no later than the last business day of January and July.
- 3.04 The SROs shall be under the direct supervision of the Chief of Police or designee, and follow guidelines set forth in the November, 2021, Memorandum of Understanding (MOU) between the District and the Police Department
- 3.05 Indemnification: The District, having determined that the use of SROs on their campuses is essential to the operation of the district, and in exchange for the monetary consideration set forth in the agreement and the Police Department's agreement to the terms of the MOU, agrees to fully indemnify the SROs proceeded against in their official capacities, or individually, because of acts committed while carrying out the duties of a SRO within the school district. The District therefore agrees to pay judgments taken against the SROs in excess of any insurance applicable to the officer under the provisions of §895.46 Wis. Stats. The District's duty to indemnify under this paragraph shall be co-terminus with the responsibilities set forth in § 895.46 and, nothing in this agreement shall be read to require the District to provide any protections that are broader than or inconsistent with § 895.46.
- 3.06 The District shall make a contribution to the Police Department for 50% of the program costs of the crossing guard program for the 2022-2023 school year, the 2023-2024 school year, the 2024-2025 school year, the 2025-2026 school year, and the 2026-2027 school year.
- 3.07 The District shall make said crossing guard program contributions to the Police Department in semi-annual installments, to be paid no later than the last business day of January and July.
- 3.08 This agreement supersedes all prior or written agreements, if any, between the parties and constitutes the entire agreement between the parties. The agreement cannot be changed or modified orally. This agreement may be supplemented, amended, or revised only in writing by agreement of the parties.

IV. Severability

- 4.01 In the event that any part of this agreement is found to be illegal or unenforceable, it shall be stricken from the agreement and the agreement interpreted as if that clause did not exist.

IN WITNESS WHEREOF, the undersigned parties by causing this instrument to be executed, indicate that they are authorized representatives of the parties named herein, have read and understand all the terms and conditions of this agreement, and do bind the parties to comply with the agreement.

APPLETON AREA SCHOOL DISTRICT

Attest: _____ By: _____ Date: _____
A duly authorized representative
of the Appleton Area School District

CITY OF APPLETON POLICE DEPARTMENT

Attest: _____ By: _____ Date: _____
A duly authorized representative
of the Appleton Area School District

Appleton Area School District

CUSTODIAL MAINTENANCE

SECTION 15: COMPENSATION

Compensation

Compensation for less than full-time employees shall be prorated according to the number of hours they are scheduled to work.

Compensation Schedule

Job classifications and hourly rates are listed on the [Compensation Schedule](#).

Wage Rate Progression -

Step 1 is to be the hiring rate; Step 2 the rate after twelve (12) months. Actual timing of the effective step increase shall be at the discretion of the District.

When an employee moves to a different classification, he/she will be placed at that step which will provide an increase in hourly rate. The individual shall then progress in steps in accordance with the normal progression.

Wage Rate Progression - Revised

Class I Positions:

There will be no movement into Class I unless there is a Credential or License change and there is a vacancy in the category as defined by the Director of Facilities and Operations.

Movement within Class I categories occurs when credentials are submitted to the Director Facilities and Operations for verification and processed by Human Resources. Credentials are required for within Class I categories. *(Example: Category 1 employee receives a Journeyman Credential to move to Category 2, or a **Masters** Credential to move to Category 3). Movement to and between Categories is based on the available assignments per area with typically one senior per designated area.*

Step Progression:

Class IA through V Steps: Step 1 is the hiring rate; Step 2 is the rate after a minimum of twelve (12) months. Actual timing of the effective step increase shall be at the discretion of the District based on budget.

If an employee moves to a **higher paid classification**, he/she will be placed at that step which will provide an increase in hourly rate. The individual shall then progress in steps in accordance with the normal progression.

Longevity

All employees who have completed ten (10) to fourteen (14) consecutive years of service will receive five hundred dollars (\$500.00) per year. All employees who have completed fifteen (15) or more consecutive years or more of service will receive seven hundred and fifty dollars (\$750.00) per year. Longevity is paid semi-monthly on the employee's paycheck. ~~and does not~~

Appleton Area School District

~~apply to overtime rates.~~ Effective July 1, 2022, longevity will be discontinued. Employees receiving longevity pay at the time of discontinuation will be “grandfathered” and continue to receive longevity pay.

Shift Differential – Replace below: (increased due to turnover for undesirable schedules with times adjusted to cover 24 hours)

This differential only applies to individuals working eight (8) hours per day on the first shift. Shift workers will receive forty-five (45) cents per hour for work performed during the second shift (2:00 pm – 10:30 pm) and sixty (60) cents per hour for work performed during the third shift (10:00 pm – 6:30 am).

Shift Differential (replace)

Employees who work a regular second (2nd) or third (3rd) shift position will receive shift differential pay for the hours worked during the 2nd and 3rd shifts at the rate of:

- \$1.00 per hour for second (2nd) shift
- \$2.00 per hour for third (3rd) shift

Shift differential pay will not be paid for employees assigned to a first (1st) shift position in the case of a short-term assignment (including timesheet work). Differential pay is based on when a normal shift starts with start times as follows:

- 1st Shift – 12:00 a.m. to 12:00 p.m.
- 2nd Shift – 12:00 p.m. to 6:00 p.m.
- 3rd Shift – 6:00 p.m. to 12:00 A.m.

Overtime

One and one-half times the base pay rate will be paid for all hours worked:

- a. In excess of forty (40) hours per week. The defined work week for determining overtime is 12:01 a.m. Monday through 12:00 p.m. Sunday.
- b. On Saturday for those on a Monday through Friday work schedule.
- c. On Sunday for those on a Tuesday through Saturday work schedule.
- d. On a Monday for those on a Wednesday through Sunday work schedule.

Double the base pay shall be paid for all hours worked:

- a. On Sunday for those on a Monday through Friday work schedule.
- b. On a Monday for those on a Tuesday through Saturday work schedule
- c. On a Tuesday for those on a Wednesday through Sunday work schedule.
- d. On all holidays as defined in the *Handbook*.

Double the base pay shall be paid for work performed on the days designated only when the District requires that the work be performed on said days. When the employee has the option to perform the work on other days, but he/she chooses to perform the work on the days, said employee shall be paid a one and one-half the base pay.

REMOVE – Traded for adjustment to snowplowing.

Overtime shift differential will be paid in addition to time and one-half or double-time as stipulated above, for all, but only those overtime hours worked between 12:00 a.m. – 5:00 a.m. will be paid an additional .45 cents and 5:00 p.m. to 12:00 a.m. will be paid an additional .60 cents.

Appleton Area School District

Overtime hours for specific buildings will be offered equitably in the following order:

1. Building's staff who are qualified to perform the work
2. Members of the Maintenance Department
3. Engineers on an equitable, rotational basis

Pay for School Closure Due to Inclement Weather or Emergency

Staff who are required to work on days when an entire school day is cancelled due to inclement weather shall receive one and one-half (1½) times their base pay for all hours worked on such days. Should workers, at the discretion of the administration, be sent home or directed not to report to work due to inclement weather, they will suffer no pay loss.

Pay for Snow Plowing ~~Snow Removal~~ (Update from \$1 to \$1.50 per hour)

An additional one dollar ~~and .50 cents~~ (\$1.50) per hour shall be paid for snow plowing ~~work done between the hours of 12:00 midnight and 6:00 a.m.~~ ~~anytime outside normally assigned shift.~~

Temporary Assignment

If an employee is required to take a temporary job with a lesser rate of pay, the employee will not be required to take a reduction in pay. Any employee who is required to take a temporary job with a higher rate of pay for two (2) hours or more, shall receive the minimum rate of the job to which they are temporarily assigned that provides an increase in wages. ~~Shift differential pay does not apply to employees assigned to a first (1st) shift position in the case of a short-term assignment.~~ This shall apply only where the individual has replaced the regular job incumbent, not where the individual is assisting such incumbent.

Call-In Pay

In the event an employee is called in for work, which is outside of his/her normal work schedule, they will be paid a call-time allowance of two (2) hours at his/her hourly rate in addition to the applicable pay for the time actually worked. Such call-in time as provided in this paragraph shall not apply when an employee is notified prior to leaving the premises on the previous day. Neither shall such call-in time be included as time worked in computing the weekly hours. Employees who are called in to work prior to their regular starting time shall not be sent home before the end of their normal shift to circumvent the payment of overtime.

Journeyman / Master Status Pay

~~When the~~ ~~Where the~~ District requires an employee to have completed a state-approved skilled trade's indentured program leading to Journeyman or Master status ~~as a requirement for a specific position, in order to hold a particular position, the~~ individuals holding those positions ~~must have and maintain the stated status as a condition of employment.~~ ~~In addition to the designated pay rate for the position, an employee shall receive an additional \$1.50 per hour for Journeyman status and \$4.00 per hour for Master status. (REMOVE – incorporated into compensation structure).~~ ~~Dependent on experience an individual with Journeyman or Master Status may be placed above the normal hiring step at time of hire.~~

License Stipends

All employees that complete district approved engineer training, obtain a pesticide license or obtain a certified pool operator's license shall receive a one hundred dollar (\$100) stipend on

Appleton Area School District

their December 15 paycheck provided a copy of their license is on file with the Human Resources Department.

Crew Leader

All employees designated as Crew Leaders shall receive an additional \$1.00 per hour.

Travel Reimbursement

Those employees in positions requiring occasional use of their personal vehicles for school business, as approved in advance by the Director of Facilities and Operations or his/her designee, shall be paid the established IRS rate per mile. Employees shall submit a monthly mileage log and shall be paid according to such log.

To be eligible for these payments, the employee is required to present a certificate showing minimum automobile insurance meeting requirements set by the employer for all such employees.

First Responders: Emergency Situations Stipend and Duties

The District has adopted an operating policy for First Responders: Emergency Situations. As part of that policy, employees in certain positions shall receive training which shall be conducted during regular work hours, when possible. If such is not possible, then these employees shall be paid or, at their option, provided compensatory time for the training time. Training for other employees shall be voluntary and there shall be no additional compensation or compensatory time associated with it.

An employee designated by the District as a first responder or a back-up first responder for emergency situations shall receive an annual honorarium of \$200 or \$100 respectively. When the assignment is for less than the full year, the foregoing amount shall be prorated. This stipend shall be paid on June 15 based upon assignment memos provided by Student Services.

Reimbursement for Professional Improvement

Employees shall be eligible for reimbursement of the cost of tuition and books for courses or training taken for professional improvement which would also have a direct benefit to the District, now or in the future, provided funding is available. Reimbursement will be upon successful completion of the course or training. Such courses must have the approval of the Chief Financial Officer or his/her designee prior to enrollment of the individual. A [Request for Reimbursement for Professional Improvement](#) form must be submitted for approval prior to enrollment.

ITEM FOR CONSIDERATION

Topic: Employee Handbook Revisions

Background Information: The following recommendations for Employee Handbook revisions are recommended for the purpose of clarifying information for Facilities and Operations staff and defining criteria for advancement within the group. In summary, these revisions include:

- Incorporating separate stipends into hourly rates and adjusting rates for less desirable shifts or work outside of regular shift hours.
- Defining classifications, particularly the skilled trade's positions, requiring advanced skills and/or state credentials and defining the movement within classifications based on obtaining additional credentials and district need.

Below is a summary of the revisions along with the attached document of all revisions:

Revision: Wage Rate Progression /Class I Positions (pg. 65):

There will be no movement into Class I unless there is a Credential or License change and there is a vacancy in the category as defined by the Director of Facilities and Operations. Movement within Class I categories occurs when credentials are submitted to the Director Facilities and Operations for verification and processed by HR.

Clarification: Step Progression (pg.65)

Class IA through V Steps: Step 1 is the hiring rate; Step 2 is the rate after a minimum of twelve (12) months. Actual timing of the effective step increase shall be at the discretion of the District based on budget.

If an employee moves to a higher paid classification, he/she will be placed at the step which provides an increase in hourly rate.

Longevity (pg. 65)

Remove: longevity "~~does not apply to overtime rates.~~"

Addition: Effective July 1, 2022, longevity pay will be discontinued for non-grandfathered employees.

Adjust: Shift Differential to increase additional hourly rates for hard to fill positions to \$1.00 per hour for second (2nd) shift and \$2.00 per hour for third (3rd) shift. (pg. 65)

Clarification: Provide the terms and hour when shift differential is paid.

Remove: Overtime shift differentials.

Revision: Snow Removal (pg. 66)

Increase from \$1.00 to \$1.50 anytime outside normally assigned shift.

Clarification: Temporary Assignment (p. 66)-Shift differential does not apply.

Remove: Journeyman / Master Status Pay (pg. 66)

Remove language on stipends and incorporate into the compensation structure.

Fiscal Note: The increase to the budget is nominal with an estimated cost for overtime and shift differentials up to \$5,000 annually.

Administrative Recommendation: Approval of the itemized Employee Handbook revisions.

Contact Person: Julie King

BOE: November 8, 2021

ITEM OF INFORMATION

Topic: City of Appleton Police Department (APD) and the Appleton Area School District (AASD) School Resource Officer Program Memorandum of Understanding.

Background Information: The AASD and APD began working on a Memorandum of Understanding (MOU) in 2019 that would set forth guidelines to ensure that APD staff, AASD staff, and the communities they serve, have a shared understanding of the School Resource Officer (SRO) Program.

The purpose of the MOU is to establish and delineate the mission of the SRO program as a joint cooperative effort. The MOU clarifies roles and expectations and formalizes relationships between the AASD and APD to foster an efficient and cohesive program that will help to build positive relationships between police officers, school staff, students, and families, promote a safe and positive learning environment, and decrease the number of youth formally referred to the juvenile justice system.

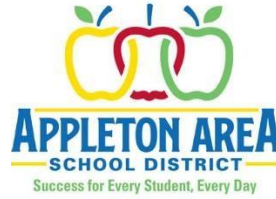
Input on the MOU was provided by AASD Staff, as well as by the AASD Safety and Security Work Group.

Fiscal Note: NA

Instructional Impact: N/A

Contact Person(s): Greg Hartjes, 997-1399, ext. 2029
Matt Zimmerman, 997-1399, ext. 2026

Submitted: November 8, 2021



City of Appleton Police Department and the Appleton Area School District School Resource Officer Program Memorandum of Understanding

This document will serve to set forth guidelines to ensure that law enforcement, school officials, and the communities they serve, have a shared understanding of the School Resource Officer Program.

I. Purpose:

This Memorandum of Understanding (hereafter "MOU"), made by and between the City of Appleton Police Department (hereafter "APD"), with a business address of 222 South Walnut Street, Appleton WI 54911, and the Appleton Area School District (hereafter "AASD"), with a business address of 131 East Washington Street, Suite 1A, Appleton WI 54911, establishes and delineates the mission of the School Resource Officer Program (hereafter "SRO Program"), as a joint cooperative effort. Additionally, the MOU clarifies roles and expectations and formalizes relationships between the APD and AASD to foster an efficient and cohesive program that will build a positive relationship between police officers, school staff, students, and families, promote a safe and positive learning environment, and decrease the number of youth formally referred to the juvenile justice system.

II. Mission:

The mission of the SRO Program is to promote school safety by building a positive school climate in which everyone feels safe and students are supported to succeed. The SRO Program also seeks to reduce violent crime committed by and against youth in our community. The SRO Program accomplishes this mission by supporting safe, secure, and orderly learning environments for students and staff. School Resource Officers (hereafter "SRO's") will establish a trusting channel of communication with students, parents, and staff and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline nor punish students. SRO's will serve as positive role models to instill in students good moral standards, good judgment and discretion, respect for other students, and a sincere concern for the school community. SRO's will provide information regarding community resources available to students and their families. Goals and objectives are designed to develop and enhance rapport between students, families, police officers, school administrators, and the community in order to promote overall student achievement and success.

III. Goals of the SRO Program:

- Ensure a safe learning environment and foster a positive school climate for all school communities.
- Be a resource to the students, parents, and staff of all of the school communities we serve.
- Work with school, government, and community-based resources to be a connection for those we serve to gain access to needed supports and services.
- Establish rapport and relationships with students, in particular those deemed at risk, and find ways to divert them from becoming involved in the juvenile justice system.

IV. Role of the SRO Program:

The SRO Program is unique to the community and is designed to fulfill three overall roles: law enforcement/ school safety, fostering positive school climate/crime prevention, and education.

- 1. Law Enforcement/School Safety** – SRO's are responsible for the majority of law enforcement activities occurring at the school during school hours. SRO's are not to issue school discipline. A determination of whether an activity raises to the level of a law enforcement activity should be made in consultation with a school administrator. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO.

While enforcement is a role of SRO's, alternatives to arrest should be used whenever possible. The SRO's discretion to act remains the same as that of any other police officer.

The SRO shall serve on school Threat Assessment Teams, regularly communicate with administration about safety and security concerns, and collaborate with school officials to conduct yearly safety assessments.

- 2. Fostering Positive School Climate/Crime prevention** - One of the primary roles SRO's fulfill is fostering a positive school climate through relationship-building and crime prevention. Officers will engage in various activities, in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know students at the school, serving as a role model, and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling the parking lots. Officers may also complete security surveys analyzing the physical safety of school property and facilities.
- 3. Education** - SRO's should participate in the school community by providing or coordinating educational opportunities and providing presentations for students, staff, parents and other community members. The education provided or coordinated by the SRO's should encompass the knowledge and experience associated with the role of a law enforcement officer.

V. Organizational Structure:

Chain of Command for SRO's - The SRO's will be accountable to the Appleton Police Department chain of command, and report directly to the SRO Coordinator. SRO's shall abide by Appleton Police Department (hereafter "APD") policy/procedures and Wisconsin state statutes. The SRO is expected to cooperate with the school officials, including administrators and staff. The SRO will abide by applicable school policies and respond to the requests of school officials. Any concerns held by school officials regarding the performance of an SRO should be brought to the APD SRO Coordinator, and recorded in their annual evaluation, which is completed by the school principal.

Complaints against the SRO shall follow the normal complaint process of the Appleton Police Department. Appropriate AASD administrators should be made aware of any complaints that are deemed applicable to the officer's role as a SRO by the APD SRO Coordinator.

SRO selection and substitution - School officials should be a part of SRO selection processes in conjunction with APD personnel. SRO absence and substitution shall be communicated with the respective school administration.

Role in School Policy Violations – SRO's are not school disciplinarians and violations of school rules that are not criminal matters should always be handled by school staff members, not SRO's.

SRO training requirements - The APD shall provide SRO's such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his or her duties as SRO. Training should be considered in, but not limited to, the following areas:

- Mental Health
- De-escalation techniques
- Adverse Childhood Experience's, (ACE's)
- Trauma Informed practices
- Sensitive Crime Investigation techniques
- School Threat Assessment
- Alert, Lockdown, Inform, Counter, Evacuate, (ALICE)

SRO's are expected to attend all training assigned by the APD. It is recognized that some of these will conflict with officer availability at their assigned school(s). These conflicts will be minimized as much as possible. The officer shall notify the appropriate school staff of their absence, and provide a list of SRO's to contact in their absence.

VI. Information Sharing:

School Records – Through this agreement, AASD designates each SRO a "school official" as provided in the Federal Educational Rights and Privacy Act (FERPA) 20 U.S.C. 1232g, and 118.125(2)(d) of the Wisconsin Statutes. The SRO may be provided access to student records maintained by the school district only as needed by the SRO to perform his or her duties as SRO. The SRO may also be granted access to student records in the event of an emergency situation threatening the health or safety of a student or other individual. The SRO may only re-disclose student records consistent with FERPA and Wisconsin pupil records law.

Police Department Records - Records created and maintained by the SRO for the purpose of ensuring the safety and security of persons or property in the school, district, or for the enforcement of local, state, or federal laws or ordinances shall not be considered student records - even when such records may serve the dual purpose of enforcing school rules - and are not subject to the same prohibitions of access or disclosure by the SRO. (This provision does not prohibit school personnel from complying with the notice and reporting requirements of seclusion or restraint of a student by the SRO as specified in 118.305(4) of the Wisconsin Statutes.)

Release of Information - Wisconsin Statute 938.396(1) mandates law enforcement records of juveniles shall be kept separate from the records of adults. Law enforcement agency records of juveniles shall not be open to inspection or their contents disclosed except under certain subsections of this statute or by court order. Subsection (1)(c)(3.) of this statute states:

“...[a] law enforcement agency, on its own initiative or on the request of the school district administrator of a public school district, the administrator of a private school, or the designee of the school district administrator or the private school administrator, may, subject to official agency policy, provide to the school district administrator, private school administrator, or designee, for use as provided in statute 118.127, any information in its records relating to any of the following:

- a. The use, possession, or distribution of alcohol or a controlled substance/analog by a juvenile enrolled in the public school district or private school.
- b. The illegal possession by a juvenile of a dangerous weapon, as defined in stat. 939.22(10).
- c. An act for which a juvenile enrolled in the school district or private school was taken into custody under stat. 938.19 based on a law enforcement officer’s belief that the juvenile was committing or had committed a violation of any state or federal criminal law.
- d. An act for which a juvenile enrolled in the public school district or private school was adjudged delinquent.”

The AASD may disclose information from law enforcement officers' records obtained under Wis. Stat. 938.396 (1) (c) 3. only to persons employed by the school district who are required by the department under Wis. Stat. 115.28 (7) to hold a license, to persons employed by the private school as teachers, and to other school district or private school officials who have been determined by the school board or governing body of the private school to have legitimate educational interests, including safety interests, in that information.

It is the policy of the APD that the SRO’s encourage and support the confidential exchange of information with AASD personnel. Also, in accordance with the above-referenced laws, the exchange shall be verbal and the source of the information will remain confidential. Every SRO will have one primary person with whom verbal information will be exchanged confidentially. No written reports or documentation will be released to school officials except when otherwise necessary and permissible.

The two primary types of information to be exchanged will be (1) issues that pertain to safety; and, (2) information about alcohol or drug use by students.

Information about actual or potential safety issues at the school will be shared with the primary contact person at the school, when he/she is available, and with appropriate staff when necessary. Each school shall use the information for the purpose of monitoring the situation and making necessary school officials aware of actual or potential safety problems.

Alcohol and drug use information shared with the school can be used to assist students with treatment and/or counseling. To this end, the information can be shared with school "student assistance programs" or similar personnel. Pursuant to Wis. Stat 118.127: "A school district may not use law enforcement officers' records obtained under s. 938.396 (1) (c) 3. as the sole basis for expelling or suspending a pupil or as the sole basis for taking any other disciplinary action but may use law enforcement officers' records obtained under s. 938.396 (1) (c) 3. as the sole basis for taking action against a pupil under the school district's athletic code." The information must remain confidential.

School faculty, coaches, or athletic directors should not approach officers for information about students. This is confidential information, only to be shared through the process outlined herein.

VII. Contributions for SRO Services:

Monetary responsibilities for the SRO program can be found in the attachment to this MOU, titled Contribution Agreement: School Resource Officer Program and Crossing Guard Program (hereafter "Contribution Agreement") which was previously adopted by APD and AASD.

VIII. Reviewing the MOU and SRO Program:

Representatives of APD and AASD shall review this MOU annually and adjust as needed. Any agreed upon adjustments or revisions will be reflected in an updated written MOU.

The APD and AASD agree that such review shall commence no later than July 1. The APD and AASD will endeavor to produce a revised MOU in time for the latest regular August meeting of the AASD Board.

IX. Problem Resolution:

Difficulties or questions will be resolved by negotiation between the Superintendent of the Appleton Area School District and the Chief of Police of the Appleton Police Department or their designees.

X. Term of Agreement:

This agreement shall begin on the date of the last signature below. Unless there is an updated MOU agreed upon by the parties as described in section VIII above, the terms of this agreement shall automatically renew for the term of the Contribution Agreement, to wit the 2021-2022 school year, the 2022-2023 school year, and the 2023-2024 school year.

XI. Severability:

In the event that any part of this agreement is found to be illegal or unenforceable, it shall be stricken from the agreement and the agreement interpreted as if that clause did not exist.

IN WITNESS WHEREOF, the undersigned parties by causing this Instrument to be executed, indicate that they are authorized representatives of the parties named herein, have read and understand all the terms and conditions of this agreement, and do bind the parties to comply with the agreement.

APPLETON AREA SCHOOL DISTRICT

Attest: _____
Printed Name: _____

By: _____
Printed Name: _____
Title: _____
Date: _____

CITY OF APPLETON POLICE DEPARTMENT

Attest: _____
Printed Name: _____

By: _____
Printed Name: _____
Title: _____
Date: _____

**Attachment – Contribution Agreement: School Resource Officer Program and Crossing Guard
Program – on following pages**

ITEM OF INFORMATION

Topic: Summer School 2021

**Background
Information:**

The Appleton Area School District is part of a consortium of school districts for summer school programs. The other participating districts are Brillion, Freedom, Hilbert, Hortonville, Kaukauna, Kimberly, Little Chute, Menasha, Neenah, and Shiocton.

Classes were held in all elementary and middle schools this past summer, enabling all students to attend their neighborhood school. Our largest high school credit recovery program was held at East High School. Other credit recovery options were available at Central, East, North, West, and Higher Ground.

**Instructional
Impact:**

Enrollment in our summer school program was 5280 students, compared to 1829 students in 2020, and 7046 students in 2019. Our instructional staff full-time equivalency figure was 336 resident FTEs compared to 101 resident FTEs in 2020 and 405 resident FTEs in 2019.

District wide, summer school students were taught by 360 teachers, assisted by 60 substitutes, and 80 support positions, including paraprofessionals, secretaries, and interpreters.

High School district wide summer school held at East:

Semester 1: 285 students attended

Semester 2: 283 students attended

A total of 562 students finished and earned (.5) credit

Edgenuity summer school at all sites:

178 students participated. Several students were able to complete class requirements and 163 (.5) credits were earned.

Option 3 High School summer school at all sites:

111 students participated. Several students were able to complete class requirements and 112 (.5) credits were earned.

Summer eSchool:

506 students attended and 435 (.5) credits were earned. Of those, 338 AASD high school students participated, earning 284 (.5) credits and 146 AASD middle school students participated, earning 140 (.5) credits.

Contact

Person(s):

Gary Mulry, 997-1399 ext 3154, mulrygary@asd.k12.wi.us
Karrie Kadolph, 832-4976, kadolphkarrie@asd.k12.wi.us
Steve Harrison, 832-6157, harrisonstepha@asd.k12.wi.us