



**Monday, March 7, 2022
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: 935 8208 8014

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	Mar 7, 2022 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	B. Pledge of Allegiance
Meeting	Mar 7, 2022 - 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 Mar 7, 2022 - Board of Education Meeting

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

Type Procedural

Subject **B. Approval of Agenda**

Meeting Mar 7, 2022 - Board of Education Meeting

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

Type Action, Procedural

3. Closed Session

Subject **A. Motion to go into Closed Session**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 3. Closed Session

Type Action, Discussion

Subject **B. Wisconsin State Statute 19.85 (1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, for the purpose of discussing Leaves of Absence and Individual Professional Staff Contract Matters.**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 3. Closed Session

Type Discussion, Information

Subject **C. Motion to return to Open Session**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 3. Closed Session

Type Action, Procedural

4. Special Presentation

Subject **A. Student School Board Representative Report: Sulia Chang, West High School**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 4. Special Presentation

Type Information, Recognition

Student School Board Representative Sulia Chang will provide updates from West High School.

Subject **B. Central High School Update: 2021-2022 School Year**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 4. Special Presentation

Type Information, Presentation, Recognition

Central High School Principal Justin Heitl will present on programming, updates, and how the 2021-2022 school year is going at Central.

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

Subject **A. Public Input**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 5. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Type Procedural

Public Input:

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 and state law. The Wisconsin Open Meetings Law requires that Board of Education members do not discuss topics or respond to questions that are not listed on the agenda. The practice of the Board is to not respond to public comments during the meeting; however, when appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have. Speakers will be bound by the guidelines and responsibilities outlined on the District's [website](#) and established in policy. The Board reserves the right to terminate remarks of any individual who does not adhere to established rules, whose comments are unduly repetitive of previous comments, who makes comments that are obscene, threatening, harassing, or defamatory, or whose conduct is otherwise disorderly. Comments that introduce complaints or concerns that are directed toward and that identify individual staff members or individual students are not permissible.

The Board reserves the right to amend and adjust processes and procedures relating to public input as necessary to accomplish the business of the Board, which includes the ability of the Board to limit (in a viewpoint-neutral manner) the total time allotted for public input or the amount of time allotted to individual topics.

Policy References:

[Board Policy and Rule 187 - Public Input at School Board and Board Subcommittee Meetings](#)

[Board Policy 189 - Virtual Board Meetings in Emergency Situations](#)

Subject **B. On-site Speakers (Registration Required)**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 5. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Type Procedural

Individuals wishing to provide on-site public input are required to register in advance during the registration window. Registrations will be accepted beginning at 9:00 AM on the Friday before the meeting and closing at 12:00 PM on the Monday of. For additional information or to register, please visit our website at http://www.aasd.k12.wi.us/district/board_of_education/public_input.

Subject **C. Virtual Speakers (Registration Required)**

Meeting Mar 7, 2022 - Board of Education Meeting

Category 5. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Type Procedural

Individuals wishing to provide virtual public input are required to register in advance during the registration window. Registrations will be accepted beginning at 9:00 AM on the Friday before the meeting and closing at 12:00 PM on the Monday of. For additional information or to register, please visit our website at http://www.aasd.k12.wi.us/district/board_of_education/public_input.

Subject D. Written Comments (Posted as Attachment)

Meeting Mar 7, 2022 - Board of Education Meeting

Category 5. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Type Procedural

Written comments submitted as public input will not be read aloud during the meeting; rather, they will be shared publicly as a BoardDocs attachment prior to the meeting start time. Individuals wishing to provide written public input should submit their comments via the form available on the website. The comment form is available beginning at 9:00 AM on the Friday before the meeting and closing at 12:00 PM on the Monday of. Written comments received via email or outside of the comment window will still be shared with the Board; however, they may not be included in the 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.

6. 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 Mar 7, 2022 - Board of Education Meeting

Category 6. 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

7. 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 February 2022

Meeting Mar 7, 2022 - Board of Education Meeting

Category 7. 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.

Subject B. School/Student Services Update(s): District Professional Development Planning Update

Meeting Mar 7, 2022 - Board of Education Meeting

Category 7. 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

Subject C. Personnel Services Update(s): Professional Educator Hire(s), Contracts 2022-2023, Contract Change(s) - Based on Professional Growth, Preliminary Notice of Non-Renewal(s), Leave of Absence(s), and Resignation(s)

Meeting Mar 7, 2022 - Board of Education Meeting

Category 7. 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.

8. 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. Board Meeting Minutes from February 28, 2022

Meeting Mar 7, 2022 - Board of Education Meeting

Category 8. 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. Special Board Meeting Minutes from March 2, 2022

Meeting Mar 7, 2022 - Board of Education Meeting

Category 8. 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.

9. 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 February 2022

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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

2021-2022 Gift/Grant Information

Subject B. Professional Educator New Hire(s)

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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 3-7-22.pdf \(10 KB\)](#)

Subject C. Professional Educator Contracts 2022-2023

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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 List 2022-2023 3-7-22.pdf \(6 KB\)](#)

Subject D. Professional Educator Contract Change(s) - Based on Professional Growth

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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 \(7 KB\)](#)

Subject E. Professional Educator Preliminary Notice of Non-renewal(s)

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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 Preliminary Notices of Non-Renewal 3-7-22.pdf \(7 KB\)](#)

Subject F. Professional Educator Leave of Absence(s)

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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-Leaves of Absence Recommendation.pdf \(7 KB\)](#)

Subject G. Professional Educator Resignation(s)

Meeting Mar 7, 2022 - Board of Education Meeting

Category 9. 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 3-7-22.pdf \(111 KB\)](#)

10. 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: Dr. Baseman will provide a brief report on current matters affecting education and related District initiatives.

Meeting Mar 7, 2022 - Board of Education Meeting

Category 10. 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

11. Board Business

Subject A. Potential Referendum - Community Survey Review - for Discussion

Meeting Mar 7, 2022 - Board of Education Meeting

Category 11. Board Business

Type Discussion, Information

Subject B. Purchase of Property - for Consideration

Meeting Mar 7, 2022 - Board of Education Meeting

Category 11. Board Business

Type Action, Discussion

Greg Hartjes will present Item for Consideration and Resolution for AASD purchase of property.

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

Meeting Mar 7, 2022 - Board of Education Meeting

Category 11. Board Business

Type Action, Discussion

12. Items of Information

Subject A. None

Meeting Mar 7, 2022 - Board of Education Meeting

Category 12. Items of Information

Type Information

13. Future Meetings

Subject A. Special Board Meeting: Superintendent Final Interviews / Selection - CLOSED SESSION, Tuesday, March 8, 2022, 6:15 PM

Meeting Mar 7, 2022 - Board of Education Meeting

Category 13. Future Meetings

Type Information

Subject B. Special Board Meeting: Superintendent Selection / Contract Discussion - CLOSED SESSION, Wednesday, March 9, 2022, 7:30 AM

Meeting Mar 7, 2022 - Board of Education Meeting

Category 13. Future Meetings

Type Information

Subject C. Ronald C. Dunlap Student Awards Video Presentation: Monday, March 21, 2022, 5:30 PM

Meeting Mar 7, 2022 - Board of Education Meeting

Category 13. Future Meetings

Type Information

Subject D. Next Board Meeting: Monday, March 21, 2022, *6:30 PM*

Meeting Mar 7, 2022 - Board of Education Meeting

Category 13. Future Meetings

Type Information

Subject E. Board Work Session: Thursday, March 24, 2022, 7:30 AM

Meeting Mar 7, 2022 - Board of Education Meeting
Category 13. Future Meetings
Type Information

14. Adjourn

Subject A. Motion to Adjourn the Meeting
Meeting Mar 7, 2022 - Board of Education Meeting
Category 14. Adjourn
Type Action, Procedural

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hire(s)

BACKGROUND INFORMATION: The professional educator listed below has been recommended for contractual position for the 2022-2023 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date</u>
Alexa R. Kickland	School Psychologist	TBD	100%	\$53,150	8/29/22

Alexa R. Kickland received her Master of Science in Education degree from UW-Stout with a major in School Psychology. Most recently, she is completing her School Psychology Practicum with the Eau Claire Area School District.

FISCAL NOTE: As indicated above

ADMINISTRATIVE RECOMMENDATION: Approval

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

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

3/7/22

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contracts (2022-2023 School Year)

BACKGROUND INFORMATION: The recommended professional educator contract list for the 2022-2023 school year will be shared as a separate document at the meeting. Individual contracts will be distributed to all professional educators as indicated on the list. These contracts must be signed and returned or rejected by the individual professional educators no later than April 15, 2022. Employment of these staff members provides for the continued education of the total student population for the 2022-2023 school year.

In response to staff and administrative feedback regarding the current system of requiring capacity building points for professional educators, the District has been exploring alternative approaches to embedded professional development in alignment with the district scorecard. The average number of contract days for surrounding school districts with comparable is 188 contract days. Therefore, for the 2022-2023 school year, administration is recommending transitioning from a 185 day contract to a 188 day contract in lieu of the 40 district point (5 days) requirement for professional educators. The representative Capacity Building Team will continue to explore the best use of these days for the 2023-2024 school year and beyond.

ADMINISTRATIVE RECOMMENDATION: Approval

CONTACT PERSON: Julie King, 920-997-1399 (x2042) or Steve Harrison (x2177)

3/7/22

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Change(s) - 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 II Contract Changes

Number of Educators Receiving a Contract Change: 3

FISCAL NOTE: The total cost to the budget for this fiscal year is \$7,500 and \$15,000 annually in future years.

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: None

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

3/7/22

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract(s) - Preliminary Notice of Non-renewal(s)

BACKGROUND INFORMATION: Wisconsin Statute §118.22 required teachers not receiving contracts for the upcoming school year to receive both a preliminary notice of non-renewal and a final notice of non-renewal by specific dates.

The Board of Education is required to provide teachers with written notice of renewal or non-renewal on or before May 15. Per Statute, at least 15 days prior to giving written notice of refusal to renew a teacher's contract for the ensuing school year, the employing board shall inform the teacher by preliminary notice in writing that the board is considering nonrenewal of the teacher's contract and that, if the teacher files a request therefor with the board within 5 days after receiving the preliminary notice, the teacher has the right to a private conference with the board prior to being given written notice of refusal to renew the teacher's contract.

FISCAL NOTE: None

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: None

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

3/7/22

ITEM FOR CONSIDERATION

TOPIC: Profession Educator Leave of Absence(s)

BACKGROUND INFORMATION: The professional educators listed below are being recommended for an unpaid leave of absence exceeding one year for the 2022-23 school year:

<u>Name</u>	<u>Position</u>	<u>FTE</u>	<u>Location</u>
Amanda M. Buman	Speech & Language Pathologist	80%	McKinley
Janessa J. Ryczkowski	Grade 4	100%	Jefferson

FISCAL NOTE: As indicated below

INSTRUCTIONAL IMPACT: None

ADMINISTRATIVE RECOMMENDATION: Approval

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

3/7/22

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignation(s)

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

Kim M. Corrigall has been with the District for six months, most recently as a Speech & Language Pathologist at Highlands Elementary School. Ms. Corrigall's resignation is effective at the end of the Wednesday, March 2, 2022 workday.

Nicole R. McCormick has been with the District for thirteen and one-half years, most recently as a Multi-Level Systems of Support (MLSS) Coach. Ms. McCormick's resignation is effective at the end of the Thursday, March 17, 2022 workday.

SuAnne C. Rieckman has been with the District for twenty-three years, most recently as a Science Teacher at Einstein Middle School. Ms. Rieckman's resignation is effective at the end of the Friday, March 25, 2022 workday.

FISCAL NOTE: Dependent upon replacements

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: Qualified replacements will be procured.

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

3/7/22