

FREEDOM AREA SCHOOL DISTRICT  
BOARD OF EDUCATION REGULAR MEETING MINUTES  
7:15 p.m. Monday, October 9, 2018

At 7:15 p.m. on Monday evening, October 9, 2018 the Board of Education called to order their regular meeting in the District Board Room.

- I. MEETING CALLED TO ORDER - ROLL CALL/ PLEDGE OF ALLEGIANCE:  
Present: Mr. Tom Harke, Mr. Steve Garvey, Mr. Kevin Schuh, Mr. Al Tiedt, Mr. Gary Schumacher, Mr. Kevin VerVoort, along with Student Representative, Paige Dollevoet.  
EXCUSED: Mr. George VanWychen
- II. APPROVAL OF AGENDA: *Order of business may be altered and items may be added by a majority vote of the members.*  
Motion to approve the agenda was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried.
- III. OPEN FLOOR PERIOD: None
- IV. RECOGNITION/MOMENTS OF MERIT: As per Agenda
- V. ACTION ITEMS:
  - A. Approval of Consent Agenda Items:
    1. September 17, 2018 Regular Board Meeting Minutes  
Personnel:  
Retirements: None  
Resignations: 1. Dick Vosters – Freedom High School Wrestling Assistant Coach  
Hirings: 1. Isaac Gonnering – Middle School Football Coach  
2. Eric Bombinski – Middle School Football Coach  
3. Max Garvey - Middle School Football Assistant Coach  
  
Motion for Approval of Consent Agenda Items was made by Mr. VerVoort with a second by Mr. Schumacher. Motion carried.
  - B. Financial Report:  
Approval of monthly bills:  
Motion to approve the October 9, 2018 bill list in the amount of \$504,063.19 including checks 36299 through 36702 was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried.
  - C. Old Business:
    1. Second Reading/Approve Neola Updated Board Policies/By-Laws/Administrative Guidelines:  
Bylaws  
Bylaw 0142.7 - Orientation (Revised)  
Bylaw 0144.1 - Compensation (Revised)  
Bylaw 0151.2 - Required Student Academic Standards Agenda Item (Revised)  
Bylaw 0152 - Officers (Revised)  
  
Policies (Volume 27- No. 1)  
Policy 1619/3419/4419 - Group Health Plans (Revised)  
Policy 2260.02 - English Language Proficiency (Revised)  
Policy 2271 - Early College Credit Program (Revised)  
Policy 2411 - School Counseling and Career Planning (Revised)  
Policy 3160/4160 - Physical Examination (Revised)  
Policy 3217/4217/5772 - Weapons (Revised)  
Policy 3432/4432 - (X) Employee Sick Leave ( ) Employee Paid Time Off (Revised)  
Policy 5113.01 - Part-Time Open Enrollment (Revised)  
Policy 5330 - Administration of Medication/Emergency Care (Revised)  
Policy 5460.01 - Diploma Deferral (Revised)  
Policy 8605 - Use of Electronic Wireless Communication Devices by District Employees Who Operate Board-owned or Operated Vehicles (Revised)  
  
Policies (Volume 27- No. 2)  
Policy 0144.1 - Compensation (Revised)  
Policy 0161 - Parliamentary Authority (Revised)

Policy 0164.2 - Special Meetings (Revised)  
Policy 0165.3 - Special Meetings (Deleted)  
Policy 1213 – Student Supervision and Welfare (Revised)  
Policy 1460 - Physical Examination (Revised)  
Policy 1461 - Unrequested Leaves of Absence/Fitness for Duty (Revised)  
Policy 1623 - Section 504 / ADA Prohibition Against Disability Discrimination (Revised)  
Policy 2131 - Academic Standards (Revised)  
Policy 2270 - Religion In The Curriculum (Revised)  
Policy 2271 - Early College Credit Program (Revised)  
Policy 2271.01 - Start College Now Program (New)  
Policy 2412 - Homebound Instruction (Revised)  
Policy 2461 - Recording of IEP Team Meetings (Revised)  
Policy 3120 - Employment of Professional Staff (Revised)  
Policy 3120.04 - Employment of Substitutes (Revised)  
Policy 3120.10 & Policy 4120.10 - Job Sharing (Revised)  
Policy 1422, Policy 3122 & Policy 4122 - Nondiscrimination and Equal Employment Opportunity (Revised)  
Policy 3139 - Staff Discipline (Revised)  
Policy 3160 - Physical Examination (Revised)  
Policy 3230 & Policy 4230 - Conflict of Interest (Revised)  
Policy 1630.01, Policy 3430.01 and Policy 4430.01 - Family & Medical Leave of Absence ("FMLA") (Revised)  
Policy 4139 – Staff Discipline (Revised)  
Policy 4160 - Physical Examination (Revised)  
Policy 4162 - Controlled Substance and Alcohol Policy for Employees that Transport Students (Revised)  
Policy 4440 - Job-Related Expenses (Revised)  
Policy 5111 - Eligibility of Resident/Nonresident Students (Revised)  
Policy 5200 - Attendance (Revised)  
Policy 5512 - Use of Tobacco by Students (Revised)  
Policy 5515 - Student Use Of Motor Vehicles (Revised)  
Policy 5516 - Hazing (Revised)  
Policy 5530 – Drug Prevention (Revised)  
Policy 5540 - The Schools and Governmental Agencies (Revised)  
Policy 5630 - Corporal Punishment (Revised)  
Policy 5772 - Weapons (Revised)  
Policy 5870 - Student/Parent Rights (Revised)  
Policy 6330 - Leasing School Property (Revised)  
Policy 6520 - Payroll Deductions (Revised)  
Policy 6700 - Fair Labor Standards Act (Revised)  
Policy 6830 - Audit (Revised)  
Policy 7217 - Weapons (Revised)  
Policy 7440 - Facility Security (Revised)  
Policy 7530.02 - Staff and School Officials Use of Personal Communication Devices (Revised)  
Policy 8146 - Notification of Educational Options (Revised)  
Policy 8310 - Public Records (Revised)  
Policy 8340 - Providing a Reference (Revised)  
Policy 8405 - Environmental Health and Safety Program (Revised)  
Policy 8462 - Mandatory Reporting of Child Abuse and Neglect and Threats of Violence (Revised)  
Policy 8500 - Food Services (Revised)  
Policy 8760 - Student Accident Insurance (Revised)  
Policy 9130 - Public Requests, Suggestions, or Complaints (Revised)  
Policy 9160 - Public Attendance at School Events (Revised)

#### Administrative Guidelines

AG 2260 - Nondiscrimination and Access to Equal Educational Opportunity (Revised)  
AG 2261 - Procedure for Complaints or Appeals Under the ESSA (Revised)  
AG 2271 - Early College Credit Program (Revised)  
AG 2412 - Homebound Instruction (Delete)

AG 3122.01 & AG 4122.01 - Drug-Free Workplace (Revised)  
AG 1623, AG 3123, & AG 4123 - Section 504/ADA - Prohibition Against Disability  
Discrimination in Employment (Revised)  
AG 3160A/AG 4160A - Physical Examination (Revised)  
AG 3362.01 & AG 4362.01 - Reporting Threatening Behaviors (Renumbered)  
AG 3440B - Use of Private Car for School Business (Revised)  
AG 4111A - Creating a Position (Revised)  
AG 4440B - Use of Private Car for School Business (Revised)  
AG 5111 - Admission to the District (Revised)  
AG 5112B - Young Kindergarten Programs (Delete)  
AG 5340B - Health Emergencies and First Aid Care (Revised)  
AG 5514.01 - Use of Motor Vehicles (Delete)  
AG 6510B - Payroll Authorization (Revised)  
AG 6610A - Student Activity Fund (Revised)  
AG 6700 - Fair Labor Standards Act (Revised)  
AG 8462 - Student Abuse and Neglect (Revised)  
AG 9130 - Public Requests, Suggestions, or Complaints (Revised)

Motion to approve the second reading of the Neola Updated Board Policies/By-Laws/Administrative Guidelines was made by Mr. Tiedt with a second by Mr. Garvey. Motion carried.

D. New Business:

1. Presentation/Approve Old National Bank of Appleton as new Freedom Area School District depository:  
Mrs. Gagnon informed the Board that after interviewing three local banks they found that Old National Bank of Appleton seemed to be the best at meeting the District's needs. She introduced Mr. James Kilsdonk from Old National Bank, who told the Board a little bit about the Bank. Old National Bank was established in 1834 and is based in Evansville, Indiana. It includes over 190+ banking centers in Indiana, Kentucky, Michigan, Wisconsin and Minnesota with 17.5 billion in assets. It ranks among the top 100 banking companies in the United States. Motion to approve Old National Bank of Appleton as the new Freedom Area School District depository was made by Mr. Garvey with a second by Mr. Schumacher. Motion carried.
2. Review/Discuss/Approve the School Perceptions District-Wide Survey Regarding Potential Facilities Construction/Improvements/Upgrades:  
Mr. Kilstofte brought Mr. Bill Foster, from School Perceptions per phone conference, to discuss the School Perceptions District-Wide Survey regarding potential facilities construction, improvements and upgrades. Mr. Craig Uhlenbrauck, from Miron Construction was also on hand. They went on to explain that the survey can be taken in one of two ways. They can complete it online or they can return the survey in the enclosed envelope. School Perceptions expects the Survey to go out by October 26, 2018, and they will be asking recipients to complete the survey by November 12, 2018. The results will be brought to the Board on November 19, 2018 at their regular November Board Meeting. Motion to approve the School Perceptions District-Wide Survey regarding potential facilities construction/improvements/upgrades with four minor changes as discussed was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried.
3. Discussion of Snow Removal Options for the Current School Year. Requesting Board Direction/Input on Obtaining Snow Removal Services for the Freedom Area School District for 2018-2019:  
Mr. Kilstofte asked the Board for their feedback regarding the snow removal for the current school year. Mr. Voight stated that Vanco has been doing an excellent job with the past snow removal. They are always there for the special sporting events and there is great communication between them. Motion to continue with Vanco as the Freedom Area School District's snow removable company was made by Mr. Tiedt with a second by Mr. VerVoort. Motion carried.
4. Approval of the Spring 2019 Early College Credit Program (ECCP) (Formerly Youth Options Program) Requests: Motion to approve the Spring 2019 Early College Credit Program (ECCP), was made by Mr. Schuh with a second by Mr. Schumacher. Motion carried.
5. Need to Establish a Special Board Meeting Date/Time to Approve 2018-2019 Budget, Tax Levy, and Mill Rate (October 22, 2018 at 5:30 PM is the Proposed Date and Time):  
Discussion was held and a Special Board Meeting Date of October 22, 2018 at 5:30 p.m. to approve the 2018-2019 budget, tax levy, and Mill Rate was agreed upon.
6. Other Business: None

VI INFORMATIONAL REPORTS:

- A. Student Board Representative Report: Paige Dollevoet: Paige discussed information regarding the following sports: Girls golf, Volleyball and Cross Country. She also said that Forensics will be starting soon and the National Honor Society has many projects they are working on for the fall and winter.
- B. CESA 6 Report: Mr. Harke : No Report
- C. WASB Report: Mr. Schumacher: Mr. Schumacher stated that they have thirty three policies to bring to the State Conference to be discussed and decided upon. He reminded the Board Members of the Regional Meeting on October 17, 2018 in Neenah.
- D. Building and Grounds Report: Mr. Tiedt: Mr. Tiedt told of the Backcourt Club attending the meeting asking what the schools advertising rules and policies are. The committee ran through them and clarified with the Club.
- E. Staff Reports: Mr. Weis, Mr. Erickson, Mr. Fisher, Mrs. Lipsey, Mrs. Schmeltzer, Mrs. Mussett, Ms. Olson, Mr. Voight, Mrs. Gagnon, and Mr. Kilstofte : Mr. Kilstofte explained the "Future Ready Program" that is being offered by Fox Valley Technical College on November 1, 2018 for all Middle School Students. He also informed the Board that we did receive our second section of the DOJ Safety Grant. Mrs. Lipsey told of a therapy dog that is coming in to visit the first grade to read with the students. It is an excellent program that gives a calming effect. Mrs. Lipsey and Mrs. Schmeltzer visited another District that is using three of these therapy dogs in their school and they were very impressed.
- F. Communications:
  - 1. Football Program Compliment – Communication from Football Referee: Mr. Kilstofte told the Board of a compliment the football program received from a referee who was working the last Freedom football game. The referee told him how impressed he was with the football coaches and players. He shared that they were very courteous, mannerly and displayed good sportsmanship.
- G. Informational Items:
  - 1. WASB Annual Board Development Tool Survey: Mr. Kilstofte handed out and asked the Board to please complete this survey as requested like in previous years.

- VII. MOTION TO ADJOURN INTO EXECUTIVE SESSION at 8:33 p.m. pursuant to the provisions of Wis. Stat. §§ 19.85(1)(f) to consider social or personal histories of specific persons where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data was made by Mr. Schumacher with a second by Mr. Schuh.

Roll Call Vote: Mr. Schuh, Yes; Mr. Schumacher, Yes; Mr. Garvey, Yes; Mr. Harke, Yes; Mr. VerVoort, Yes; Mr. Tiedt, Yes. Motion carried.

Discussion Held

- VIII MOTION TO RECONVENE IN REGULAR SESSION at 8:48 p.m. to possibly act on recommendations made in Executive Session was made by Mr. Schuh with a second by Mr. VerVoort. Motion carried.

Motion to approve early graduation request of Julia Talbot was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried.

- IX. ANY OTHER BUSINESS NOT KNOWN OR REASONABLY ANTICIPATED: None

- X MOTION TO ADJOURN at 8:49 p.m. was made by Mr. Garvey with a second by Mr. VerVoort. Motion carried.

*This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not considered a public community meeting. There is time for public participation at the meeting during "open floor period" as indicated in the agenda. Upon request to the District Administrator submitted 24 hours in advance, the district shall make reasonable accommodation including the provision of informational material in an alternative format for a disabled person to be able to attend this meeting.*

Respectfully Submitted:

  
Al Tiedt, Clerk