

Meeting Packet

Special Board Meeting on August 5, 2020

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MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT

District Services Center
7106 South Avenue, Middleton, Wisconsin

Agendas are subject to change at the discretion of the School Board. For further information, call **829-9004**. This meeting begins at 6:00 p.m. and will be conducted at the District Services Center, 7106 South Avenue, Middleton, Wisconsin.

This meeting will be held virtually via ZOOM due to COVID-19 restrictions.

The public can join the meeting by calling 608-829-2371 and entering meeting #2701 when prompted. This option will provide live audio only. This meeting will also be available via Facebook Live.

1. Call to Order Special Board Meeting at 6:00 p.m.

2. Items for Information/Discussion

a. Fall Planning Communications

Background: The board will discuss the fall planning in the district along with communication they have received.

Presentation Time: 3 minutes

School Board Discussion Time: 15 minutes

3. Items for Approval

a. Certified Staff Retirement Window

Background: Under normal circumstances, certified staff must be age 55, have a combined 15 years of experience, and give notice by February 1st in order to be eligible for the District's voluntary early retirement benefit. Given the usual circumstances surrounding COVID-19, administration recommends opening a one-time notification window from August 6th - August 20th for staff who meet the early retirement age and experience requirements. In addition, administration would recommend waiving the breach of contract fee outlined in section 8.03 (6) of the Certified Staff Handbook for those choosing to elect this option.

Presentation Time: 10 minutes

School Board Discussion Time: 5 minutes

Action Requested: Motion Regarding Certified Staff Retirement Extension

b. Temporary Process Handling of Employee Situations Due to COVID

Background: Attached is a draft policy for the board to consider regarding decision making exceptions for employee situations during a pandemic. Board members are asked to review the policy and discuss the possibility of approving as is or with revisions.

Presentation Time: 10 minutes

School Board Discussion Time: 5 minutes

Action Requested: Motion Regarding Process for Handling of Employee Situations Due to COVID

[Administration in the Absence of School Board Policy.pdf \(p. 4\)](#)

c. Publishing of Citizen Comments

Background: The board will discuss and vote on whether or not to publish the public comments that were received for the June 22, July 13 and July 20 board meetings.

Presentation Time: 5 minutes

School Board Discussion Time: 10 minutes

Action Requested: Motion to Approve or Not Approve the Publishing of Citizen Comments

4. Next Meeting Dates and Adjournment

August 10, 2020 at 5:30 p.m.

Agenda Setting

August 10, 2020 at 6:00 p.m.

Finance Committee

August 10, 2020 at 7:00 p.m.

Regular Board Meeting

MCPASD POLICY MANUAL

Policy 1-F.3

Approved: _____

BOARD OF EDUCATION

Administration in the Absence of School Board Policy

The Board of Education understands that Board policy will not address all topics and every issues or every scenario that will arise in the day-to-day management and operation of the District. The Board also recognize that the Superintendent is charged by state law with the general supervision and management of the professional work of the schools, the promotion of students, and safety of all stakeholders.

Provided that the decision would be consistent with applicable law (e.g., the decision would not violate a statute, regulation or the legal rights of any person), the Board may vote to temporarily allow the Board President and Superintendent to make emergency decisions (e.g. the safety of students, staff and others). A Board President-Superintendent ability to make swift decision during a pandemic needs a majority vote of the Board members present at a regular or special meeting.

The Board of Education authorizes the Board President and Superintendent, through the exercise of sound and reasonable professional judgment, to take or authorize action/s to address specific situations in the absence of an applicable Board policy or other Board directive.

1. Such authority to act is not a requirement to act in all such situations or a requirement to otherwise immediately respond to a specific situation or request.
2. When the Superintendent recognizes that the District is in a situation that is not sufficiently addressed by applicable law and/or by existing policy, the Board's expectation is that, in consultation with the Board President to the extent practical and appropriate, they will evaluate the relevant circumstances to determine:
 - a. The most reasonable administrative action/s to take, if any, in the absence of policy; and
 - b. Whether and when to bring the topic or issue to the Board's attention, if feasible, for potential formal decisions, or follow-up decisions, at the Board level.

LEGAL REFERENCE: Wisconsin Statute, Sections 118.24, School District Administrator
Wisconsin Statute, Sections 120.13, School Board Powers

CROSS REFERENCE: Policy I, School District Mission and Ends Policy
Policy I-A, Philosophy of Education
Policy I-B, Philosophy of Governance
Policy I-B.1, Board Policy Development, Review and Adoption Procedure
Policy I-D, Board Organization Policy
Policy I-F, Board-Administration Relations
Policy I-F.1, Board-Superintendent Limitations
Staff Handbook, Section 3.11: Workplace Safety