



BOARD OF EDUCATION MEETING

August 3, 2020

7:00 p.m.

Merton Intermediate School Little Theater

AGENDA

In light of the COVID-19 virus precautions, the public is invited to participate/view the meeting either in person or virtually. The link can be found on the Merton Community School District website at www.merton.k12.wi.us. If you are attending virtually and want to be part of “Delegations to be Heard,” please see the directions in the agenda.

- I. Call to Order
- II. Pledge of Allegiance
- III. Announcement of Notice of Open Meeting Publication
- IV. Approval of Agenda
- V. Delegations to be Heard

The purpose of this part of the agenda is to allow a citizen or citizens, who have asked to be placed on the agenda, an opportunity to speak. It is important to remember the following:

- 1. Delegations can be done both in person and email comments that are to be sent to the District Administrator (russr@merton.k12.wi.us) 5 minutes before the start of the board meeting (6:55-7:00). All email comments will be read to the board, following the allowable comments as indicated in the Board Agenda.*
- 2. No personnel/confidential issues can be discussed in the open session of the board. These types of concerns must be brought forth through board adopted procedures.*
- 3. The school district has adopted policies and procedures for dealing with problems/complaints. These procedures provide for discussion and resolution of concerns, with board involvement if necessary, as certain steps*

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are followed. The board is prohibited from becoming involved outside of the adopted procedure

- IX. New Business
 - A. Final Draft of Proposed Policy Changes to meet new Title IX regulations (Action)
 - B. Final Draft of Proposed Employee Handbook Changes (Action)
 - C. Fall Reopening Plan Approval (Possible Action)
- X. Future Meeting and Agenda Items
- XI. Motion to Adjourn



MERTON COMMUNITY SCHOOL DISTRICT- *NEW BUSINESS*

MEETING DATE: August 3, 2020

AGENDA ITEM: *Final Draft of Proposed Policy Changes to meet new Title IX regulations (Action)*

The state of Wisconsin has changed its policies focusing around Title IX compliance. This includes harassment, reporting, investigations, etc...School Districts are required to adopt policies meeting the new regulations. Dr. Russ has been working with WASB (legal council) to develop these policies to meet the new regulations.

Please see the below policy recommendations to meet new guidelines:

[Administrative Procedures/District Response](#)

[District Policy](#)

[Title IX Notice](#)

ADMINISTRATIVE RECOMMENDATION:

The administration and legal counsel of the district are recommending the board make a motion to approve the Title IX Policies, Procedures, District Response, and Notice as presented.

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MERTON COMMUNITY SCHOOL DISTRICT- *NEW BUSINESS*

MEETING DATE: August 3, 2020

AGENDA ITEM: *Final Draft of Proposed Employee Handbook Changes (Action)*

The Policy Committee met and reviewed 2020-21 [Employee Handbook Review](#) per Legal Counsel's recommendations.

The major changes that were recommended (the other/majority is updating the handbook to be consistent with current legal expectations) are (**Yellow means new/deleted. Green is notes information background.**) and these are supported by the Policy Committee:

1. Making all probation last 3 years regardless of category.
2. Removing the amount of hours for specialists to work. We have in the past used 28, but what happens if we need to change this based on enrollment, etc... This would be consistent with a "regular" teacher where we do not have prep time defined. We can still use 28 as the percentage to determine FTE now, but that can always be adjusted year to year. The recommended change would say: The calculation will be determined by administrative directive.
3. Removing the "teacher hours" from 8:15-4:15. We currently have staff coming in (per the contractual days) early on most Wednesdays throughout the year. This also allows some flexibility when we might need staff on campus, due to this pandemic, to meet specific student needs (IEP's, 504's, etc...). The actual workday for each building shall be established via administrative directive.

In addition, the Board asked the administration to create a document that all staff would sign acknowledging the District's mission, vision, and values. Please see this [document](#) to highlight a possible sign off by all staff. This can accompany the Employee Handbook

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with a separate sign off.

The Board at this time is to comment or ask any questions they may have regarding the proposed changes.

ADMINISTRATIVE RECOMMENDATION:

The Policy Committee and district legal counsel is recommending the board make a motion to approve the Employee Handbook changes as presented.

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MERTON COMMUNITY SCHOOL DISTRICT- *NEW BUSINESS*

MEETING DATE: August 3, 2020

AGENDA ITEM: *Fall Reopening Plan (Possible Action)*

Please see the following [information](#) regarding our Fall Reopening Plans for Merton Primary School and Intermediate School.

Here is the [Parent Survey Results from July 14th](#).

Also, here is the [district website](#) that was created as a resource and one spot for families to find this information and more.

At this time, the administration is recommending to the Board of Education to approve a 100% “Face to Face” reopening of the Merton Community School District starting September 1, 2020, with a family option to enter into a 100% virtual learning opportunity. The administration has and will continue to create protocols to create the efforts to stop the spread of COVID 19 in our schools and community.

More information will be coming regarding the mask mandate set forth by Governor Evers.

ADMINISTRATIVE RECOMMENDATION:

The administration is recommending the board make a motion to approve a 100% reopening of schools for face to face instruction for those families that wish to send their children to Merton Primary or Merton Intermediate as presented. For those families who wish to send their children virtually, the district will offer a 100% virtual option.

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MERTON COMMUNITY SCHOOL DISTRICT- *FUTURE AGENDA ITEMS AND MEETINGS*

MEETING DATE: August 3, 2020

AGENDA ITEM: *Future Agenda Items and Meetings*

Upcoming Meetings:

- A. August 17, 2020 @ 6:00 (Possible meeting make any changes to Fall Reopening Plan and Student Handbook approval)
- B. August 31, 2020 @ 6:00 p.m (Open Session)
 - 1. Monthly Meeting
- C. September 9, 2020 @ 7:00 p.m. (Open Session)
 - 1. Budget Hearing/Annual Meeting
- D. September 28, 2020 @ 7:00 p.m. (Open Session)
 - 1. Monthly Meeting

ADMINISTRATIVE RECOMMENDATION:

No action necessary.

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