

0000 BYLAWS (policies highlighted in yellow – information was covered in old wsd policies; policies highlighted in green – changes to this policy from the old wsd policy; notes in red)

0100DEFINITIONS *NEW*

0111NAME *NEW*

0112PURPOSE *NEW*

0113BOUNDARIES *NEW*

0114CLASSIFICATON *NEW*

0115ADDRESS *NEW*

0121AUTHORITY 130 Board Legal Status

0122BOARD POWERS 150 School Board Powers and Duties

0123PHILOSOPHY OF THE BOARD 150 School Board Powers and Duties

0131LEGISLATIVE 151 Board Policy Development/Adoption/Suspension, 151.2 Policy Dissemination

0132EXECUTIVE 150 School Board Powers and Duties

0133JUDICIAL

0141NUMBER 130 Board Legal Status

0142.1ELECTORAL PROCESS

0142.2QUALIFICATIONS

0142.3TERM 130 Board Legal Status

0142.4OATH

0142.5VACANCIES 133 Filling Board Vacancies

0142.6RECALL

0142.7ORIENTATION 162 New Board Member Orientation

0143AUTHORITY 161 Individual Board Member Authority & Conduct

0143.1PUBLIC EXPRESSION OF BOARD MEMBERS

0144.1COMPENSATION

0144.2BOARD MEMBER ETHICS 161 Individual Board Member Authority & Conduct, additionally information from NSBA Board member ethics

0144.3CONFLICT OF INTEREST 264/522.41 Conflict of Interest

0144.4INDEMNIFICATION 164.1 Board Member Protection

0145SEXUAL AND OTHER FORMS OF HARASSMENT

0151ANNUAL SCHOOL DISTRICT MEETING

0151.1ANNUAL BOARD REORGANIZATION MEETING 141.1 Board Officer Elections

0151.2REQUIRED STUDENT ACADEMIC STANDARDS AGENDA ITEM *NEW*(we are already following this policy, but did not have a policy in place)

0152OFFICERS 141.2 Board Officer Duties, 171 Regular Board Meetings (new information added)

0155COMMITTEES 185 Board Standing Committees, 186 Advisory Committees to the Board (Temporary Committees)

0161PARLIAMENTARY AUTHORITY 181 Rules of Order

0162QUORUM 182 Quorum

0163PRESIDING OFFICER 141.2 Board Officer Duties

0164.1CALL - REGULAR MEETINGS 171 Regular Board Meetings

0164.2SPECIAL MEETINGS 172 Special Board Meetings

0165.1NOTICE - REGULAR MEETINGS 171.1 Public Notification of Board Meetings

0165.CHANGE OF REGULAR MEETINGS

0165.3SPECIAL MEETINGS 172 Special Board Meetings

0166AGENDA 171.2 Agenda Preparation and Dissemination

0166.1CONSENT AGENDA

0167.1VOTING

0167.2CLOSED SESSION 173 Executive Sessions (Closed Sessions)

0167.3PUBLIC PARTICIPATION AT BOARD MEETINGS 187 Public Participation at Board or Committee Meetings (changed some procedures regarding this – when they can speak, for how long, and public will need to sign in)

0167.5USE OF ELECTRONIC MAIL

0167.6E-MAIL - PUBLIC RECORDS

0167.7USE OF PERSONAL COMMUNICATION DEVICES

0167.8BOARD MEMBER PARTICIPATION IN MEETINGS VIA TECHNOLOGY 188 (this is our/Whitnall Policy – not a NEOLA policy, but we kept it in)

0168.1OPEN MEETING 184 Board Minutes

0171.1PRESIDENT141.2 Board Officer Duties

0171.2VICE-PRESIDENT 141.2 Board Officer Duties

0171.3CLERK141.2 Board Officer Duties

0171.4TREASURER 141.2 Board Officer Duties

0172LEGAL COUNSEL 142/674 Legal Services

0173INDEPENDENT AUDITOR

0174.1ANNUAL REPORT

0174.2SCHOOL PERFORMANCE REPORT

0174.3OTHER REPORTS

0175ASSOCIATION MEMBERSHIPS 163.1 School Board Memberships

0175.1SCHOOL BOARD CONFERENCES, CONVENTIONS, AND WORKSHOPS 163 Board Member Development Opportunities

1000 ADMINISTRATION (policies highlighted in yellow – information was covered in old wsd policies; policies highlighted in green – changes occurred; notes in red)

1100 DISTRICT ORGANIZATION 251 LINE AND STAFF RELATIONS, 222 ADMINISTRATOR CONTRACTS, 221.1 RECRUITMENT & APPOINTMENT OF ADMINISTRATIVE STAFF MEMBERS, legal reference to school district organization, compliance to laws, board responsibilities

1110 ASSESSMENT OF DISTRICT GOALS basic definition and purpose of district goals, superintendent charged with developing plan for district, board has plan to also improve its own performance; no legal reference

1130 CONFLICT OF INTEREST 264/522.41 CONFLICT OF INTEREST multiple legal references; no local modifications

1210 BOARD - SUPERINTENDENT RELATIONSHIP 224 BOARD-ADMINISTRATOR RELATIONSHIP no legal reference; general statements; very similar to current WSD policy

1213 STUDENT SUPERVISION AND WELFARE multiple legal references

1220 EMPLOYMENT OF THE DISTRICT ADMINISTRATOR 221 RECRUITMENT AND APPOINTMENT OF SUPERINTENDENT multiple legal references; provides more detail than current WSD policy such as what must be included in a contract, misrepresentation of employment data by the superintendent

1230 RESPONSIBILITIES OF THE SUPERINTENDENT – BOARD-ADMINISTRATOR RELATIONS, legal references; list of duties consistent with state statute; different than job description policy

1230.01 DEVELOPMENT OF ADMINISTRATIVE GUIDELINES 253 POLICY IMPLEMENTATION, legal reference; very similar to current WSD policy

1240 EVALUATION OF THE SUPERINTENDENT 225 EVALUATION OF THE SUPERINTENDENT current WSD policy includes specific dates of mid-year and annual evaluation and that the sessions will be held with the board president and superintendent; additional details would be included in the administrative guidelines such as in current [225R](#)

1241 NON-REEMPLOYMENT OF THE SUPERINTENDENT did not have guidelines relating to non-reemployment; legal references to state statutes and procedures not really negotiable

1260 INCAPACITY OF THE SUPERINTENDENT did not have current policy that details what occurs should the superintendent be incapacitated

1400 SUPERINTENDENT JOB DESCRIPTION did not have in current WSD policy; took recently board-approved job description of superintendent

1422 NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY 511 EQUAL OPPORTUNITY EMPLOYMENT updated to include both a male and female compliance officer; MANY legal references; includes procedures

1422.02 NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE 511 EQUAL OPPORTUNITY EMPLOYMENT MORE DETAIL THAN 511 policy includes updated information based on GINA legal references

1460 PHYSICAL EXAMINATION 523.1 STAFF PHYSICAL EXAMINATIONS legal reference to physical exams for all employees

1461 UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY necessary due to Wisconsin Fair Employment Act and ADA; all legal references

1619 GROUP HEALTH PLANS NEW INFORMATION – CURRENTLY IN STAFF HANDBOOK did not previously have a policy, would have been covered in CBAs when they existed

1619.01 PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS did not previously have a policy; references to legal

1619.02 PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS did not previously have a policy; references to legal (while we don't currently have this, it is good practice to include should we ever switch)

1619.03 PATIENT PROTECTION AND AFFORDABLE CARE ACT did not previously have a policy; references to legal

1623 SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT 511 EQUAL OPPORTUNITY EMPLOYMENT MORE DETAIL THAN 511 updated to include both a male and female compliance officer; consistent with legal references

1630.01 FAMILY & MEDICAL LEAVE OF ABSENCE ("FMLA") NEW POLICY – CURRENTLY IN HANDBOOK should really have had a policy even though in handbook; references to federal and WI laws; updated policy includes language related to Safe at Home/Address Confidentiality Program

1662 EMPLOYEE ANTI-HARASSMENT 512 EMPLOYEE HARASSMENT similar policy but language is more consistent with laws; updated to include both a male and female compliance officer

1705 EVALUATION OF ADMINISTRATORS 225.1 EVALUATION OF ADMINISTRATIVE STAFF very similar to current WSD policy; reference to state statutes for administrator evaluation

2000 Program

2105 MISSION OF THE DISTRICT – 110 SCHOOL DISTRICT MISSION

2131 EDUCATIONAL OUTCOME GOALS AND EXPECTATIONS 111/310 DISTRICT EDUCATIONAL GOALS

**2131.01 READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT
341.1 READING INSTRUCTION**

2132 EDUCATIONAL PROCESS GOALS

2210 CURRICULUM DEVELOPMENT 330 CURRICULUM DEVELOPMENT & IMPROVEMENT, 331 CURRICULUM INCLUSION/EXCLUSION

2220 ADOPTION OF COURSES OF STUDY

2221 SPECIAL OBSERVANCE DAYS 323.1 SPECIAL OBSERVANCE DAYS

2230 CURRICULUM COURSE GUIDES

2240 CONTROVERSIAL ISSUES IN THE CLASSROOM 361.2/871 LIBRARY MEDIA AND INSTRUCTIONAL MATERIALS SELECTION

2260 NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY 411 EQUAL EDUCATIONAL OPPORTUNITIES FOR STUDENTS

2260.01 SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY 342.8 SECTION 504 OF THE REHABILITATION ACT OF 1973

2260.02 ENGLISH LANGUAGE PROFICIENCY 342.7 SERVICES/PROGRAMS FOR ENGLISH LANGUAGE LEARNERS (ELL)

2261 TITLE I SERVICES 342.5 PROGRAMS FOR DISADVANTAGED STUDENTS/TITLE I PROGRAMMING

2261.01 PARENT PARTICIPATION IN TITLE I PROGRAMS 342.5 PROGRAMS FOR DISADVANTAGED STUDENTS/TITLE I PROGRAMMING

2261.02 TITLE I - PARENTS' RIGHT TO KNOW 342.5 PROGRAMS FOR DISADVANTAGED STUDENTS/TITLE I PROGRAMMING

2262 CHILD CARE PROGRAMS

2270 RELIGION IN THE CURRICULUM 361.2/871 LIBRARY MEDIA AND INSTRUCTIONAL MATERIALS SELECTION

2271 YOUTH OPTIONS PROGRAM 343.3 YOUTH OPTIONS PROGRAM

2312 CLASS SIZE 343.2 CLASS SIZE

2330 HOMEWORK 345.3 HOMEWORK

2340 FIELD AND OTHER DISTRICT-SPONSORED TRIPS 352 FIELD TRIPS, 352.1 EXTENDED FIELD TRIPS, 352.2 FOREIGN TRAVEL STUDY PROGRAMS/FIELD TRIPS

~~2370 EDUCATIONAL OPTIONS 343.7 VIRTUAL/ONLINE/CORRESPONDENCE COURSE ENROLLMENT~~ NOTE: IN A POLICY UPDATE FROM NEOLA THIS POLICY WAS RENUMBERED AND MOVED TO 8146

2411 SCHOOL COUNSELING 364 SCHOOL COUNSELING PROGRAMS

2412 HOMEBOUND INSTRUCTION PROGRAM 342.2 HOMEBOUND INSTRUCTION

2413 HEALTH EDUCATION 341.3 HEALTH EDUCATION

2414 HUMAN GROWTH AND DEVELOPMENT 341.41 HUMAN GROWTH & DEVELOPMENT INSTRUCTION

2416 STUDENT PRIVACY AND PARENTAL ACCESS TO INFORMATION 334 PARENT RIGHTS AND THE CURRICULUM, 361.2/871 LIBRARY MEDIA & INSTRUCTIONAL MATERIALS SELECTION

2421 CAREER AND TECHNICAL EDUCATION PROGRAM 341.2 EDUCATION FOR EMPLOYMENT

2421.01 STUDENTS AS TRAINEES

2430 DISTRICT-SPONSORED CLUBS AND ACTIVITIES 370 EXTRACURRICULAR & INTERSCHOLASTIC ACTIVITIES, 371 STUDENT CLUBS & ORGANIZATIONS

2430.01 * SPECIAL PROGRAMS BY COMMUNITY VOLUNTEERS

2431 * INTERSCHOLASTIC ATHLETICS 370 EXTRACURRICULAR & INTERSCHOLASTIC ACTIVITIES

2440 * SUMMER OR INTERIM SESSION SCHOOL 351 SUMMER SCHOOL

2451 * ALTERNATIVE EDUCATION PROGRAMS

2460 *EXCEPTIONAL EDUCATION NEEDS **342.1 PROGRAMS FOR STUDENTS WITH DISABILITIES**

2460.03 * INDEPENDENT EDUCATIONAL EVALUATION (IEE) **342.12 SPECIAL EDUCATION EVALUATION CRITERIA, 342.13 INDEPENDENT EDUCATIONAL EVALUATION**

2461 *RECORDING OF IEP TEAM MEETINGS

2464PROGRAMS FOR GIFTED AND TALENTED STUDENTS **342.3 GIFTED AND TALENTED EDUCATION PROGRAM**

2510ADOPTION OF TEXTBOOKS

2521SELECTION OF INSTRUCTIONAL MATERIALS AND EQUIPMENT **361.2/871 LIBRARY MEDIA AND INSTRUCTIONAL MATERIALS SELECTION, 362 SUPPLEMENTARY SUPPLIES & MATERIALS**

2522LIBRARY MEDIA CENTERS **363 INSTRUCTIONAL MEDIA CENTERS, 361.2/871 LIBRARY MEDIA & INSTRUCTIONAL MATERIALS SELECTION**

2531COPYRIGHTED WORKS **362.1/771 COPYRIGHT-PRINTED, DIGITAL, VIDEO, DVD, OTHER MEDIA AND DUPLICATING SERVICES**

2605PROGRAM ACCOUNTABILITY AND EVALUATION **346 DISTRICT TESTING PROGRAM**

2623STUDENT ASSESSMENT **346 DISTRICT TESTING PROGRAM**

2700.01SCHOOL PERFORMANCE AND ACCOUNTABILITY REPORTS

3000 Professional Staff

3111 CREATING A POSITION did not have a policy; references Federal Immigration Reform and Control Act of 1986 and clarifies that the board be aware of new positions or increasing professional staff members in an existing position (such as we did with social workers this year)

3112 BOARD-STAFF COMMUNICATIONS 251, 251.1 LINE & STAFF RELATIONS, BOARD-STAFF COMMUNICATIONS legal references; WSD policy provides more detail in lines of authority as detailing building administrator in some cases

3120 EMPLOYMENT OF PROFESSIONAL STAFF 533 PROFESSIONAL STAFF RECRUITING/HIRING added language in reference to law change to experienced-based licensure that current WSD policy did not include; clarifies that teachers must hold a valid license; continues with board approving employment of professional staff; multiple legal references

3120.01 JOB DESCRIPTIONS did not previously have such a policy but provides good practice to ensure non-discrimination; no legal references; updates to policy include job descriptions approved by board and maintained in the district office

3120.04 EMPLOYMENT OF SUBSTITUTES 534 SUBSTITUE TEACHERS if adopted, it does provide that the board must annually approve substitute rates and this could be done in conjunction with setting other similar rates of pay; extends beyond just a classroom teacher to include other professional categories (school nurse, dean of students, etc.); legal references

3120.06 SELECTING STUDENT TEACHERS/ADMINISTRATIVE INTERNS 892.1 similar policy but provides more detail to guide the placement and supervision of student teachers; legal references

3120.07 EMPLOYMENT OF CONSULTANTS 143 CONSULTANTS TO THE DISTRICT clarity in language; very similar to current WSD policy

3120.08 EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES did not previously have a policy; separates teaching duties from co-curricular and indicate they are not guaranteed from year to year

3121 CRIMINAL HISTORY RECORD CHECK while WSD procedures included reference checks, they did not include background checks (of which we currently do); important to have this available for public to be aware

3122 NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY 511 EQUAL OPPORTUNITY EMPLOYMENT added female and male compliance officers and contact information; MANY legal references; updated policy to reflect law changes

3122.01 DRUG-FREE WORKPLACE **522.1 DRUG-FREE WORKPLACE** consistent language with laws; legal references; updates include references to prescription medications in the workplace

3122.02 NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE did not have policy since GINA law was enacted; legal references

3123 SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT did not have separate policy since GINA law was enacted; legal references

3124 EMPLOYMENT CONTRACT policy aligned with state statute to replace procedures previously addressed in a CBA

3125 WISCONSIN QUALITY EDUCATOR INITIATIVE policy to coincide with state statute PI34 requirements for providing licensure support for educators

3130 ASSIGNMENT AND TRANSFER policy aligned with state statute to replace procedures previously addressed in a CBA

3131 REDUCTION IN STAFF policy aligned with state statute to replace procedures previously addressed in a CBA

3132 VACANCIES policy aligned with state statute to replace procedures previously addressed in a CBA

3139 STAFF DISCIPLINE policy aligned with state statute to replace procedures previously addressed in a CBA

3140 TERMINATION, NON-RENEWAL AND RESIGNATION policy aligned with state statute to replace procedures previously addressed in a CBA and in state statutes; explicitly states all employees are at will and coincides with handbook language

3143 NON-RENEWAL OF ADMINISTRATIVE CONTRACTS **222 ADMINISTRATOR CONTRACTS** superintendent contract language was removed and put into separate policy under employment of superintendent; legal references

3160 PHYSICAL EXAMINATION **523.1 STAFF PHYSICAL EXAMINATIONS** updated language including GINA law reference; multiple legal references

3161 UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY unrequested leave of absence for physical or mental inability to perform assigned duties in conformance with the law (contagious disease or other circumstances); multiple legal references

3170 SUBSTANCE ABUSE did not have policy; includes statement recognizes alcoholism and drug abuse as treatable illnesses as aligned with ADA and state statutes

3210 STAFF ETHICS good idea to have such a policy even though it may be implied

3211 WHISTLEBLOWER PROTECTION did not have this policy

3213 STUDENT SUPERVISION AND WELFARE provides guidance to professional staff when confronted with situations that put the district in potential liability

3214 STAFF GIFTS **524 STAFF GIFTS AND SOLICITATIONS** similar to current WSD policy; simpler language in regards to retirement/recognition gifts to staff

3215 USE OF TOBACCO BY PROFESSIONAL STAFF different policy than 522.1 drug-free workplace; defines tobacco and vapor or other substitute forms; multiple legal references

3216 STAFF DRESS AND GROOMING provides some guidance to appropriate attire without specifics; coincides with employee handbook

3217 WEAPONS **832/443.6 WEAPONS ON SCHOOL PREMISES** current weapons policy does not address employees separately; concealed carry definition included and aligned with state statute

3220 STAFF EVALUATION AND EDUCATOR EFFECTIVENESS **538 PROFESSIONAL STAFF SUPERVISION & EVALUATION** current WSD policy does not reference Educator Effectiveness; provides more detail related to staff evaluation procedures and rights of employees; aligned to law; multiple legal references

3230 CONFLICT OF INTEREST **522.41 CONFLICTS OF INTEREST** multiple legal references; no local modifications; same as for administration and support staff

3231 OUTSIDE ACTIVITIES OF STAFF **522.5 STAFF INVOLVEMENT IN ACTIVITIES** expands definition and details of outside activities; defines intellectual property rights when material developed and compensated as employee of district; also addresses research and publishing; federal law reference

3242 PROFESSIONAL GROWTH REQUIREMENTS creates a policy supporting professional growth as individuals and as a district requirement for providing professional developing

3281 PERSONAL PROPERTY OF STAFF MEMBERS states the employee assumes risk of personal property at school

3310 EMPLOYEE EXPRESSION IN NONINSTRUCTIONAL SETTINGS **522.5 STAFF INVOLVEMENT IN ACTIVITIES** provides guidance and legal reference to employee expression in public concern items that may or may not involve the district

3340 GRIEVANCE PROCEDURE **525 STAFF COMPLAINTS & GRIEVANCES** current WSD policy still reference grievance procedures in a CBA; district must have grievance procedures/policy after Act 10; legal reference

3362 EMPLOYEE ANTI-HARASSMENT **512 EMPLOYEE HARASSMENT** similar policy but language is more consistent with laws; updated to include both a male and female compliance officer

3362.01 THREATENING BEHAVIOR TOWARD STAFF MEMBERS **512 EMPLOYEE HARASSMENT** somewhat covered in current WSD employee harassment policy 512 but this is specific to threatening behavior which may not always be considered harassment; state statute reference

3410.01 COMPENSATION FOR PART-TIME STAFF policy to govern fair compensation for part-time employees

3419 GROUP HEALTH PLANS **NEW INFORMATION – CURRENTLY IN STAFF HANDBOOK** did not previously have a policy, would have been covered in CBAs when they existed

3419.01 PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS did not previously have a policy; references to legal

3419.02 PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS did not previously have a policy; references to legal (while we don't currently have this, it is good practice to include should we ever switch)

3419.03 PATIENT PROTECTION AND AFFORDABLE CARE ACT did not previously have a policy; references to legal

3425 BENEFITS policy aligned with state statute to replace benefits and details previously addressed in a CBA; very general policy without details on which benefits are provided

3430 LEAVES OF ABSENCE **532.3 PROFESSIONAL STAFF LEAVES & ABSENCES** current WSD policy still references employee agreement/CBA with WAFT and did not provide details in the policy

3430.01 FAMILY & MEDICAL LEAVE OF ABSENCE ("FMLA") **NEW POLICY – CURRENTLY IN HANDBOOK** should really have had a policy even though in handbook; references to federal and WI laws; updates include technical changes – “you” to “staff member”

3431 EMPLOYEE LEAVES **534.11 JURY DUTY** current WSD policy only references jury duty; updated policy includes other types of leaves covered in handbook and allowed by law such as military leave and volunteer emergency services, organ donor; updated to reflect law changes

3432 EMPLOYEE SICK LEAVE references rights of employees of FMLA as it relates to sick leave and then references details in employee handbook

3440 JOB-RELATED EXPENSES **671.2 EXPENSE REIMBURSEMENTS** current WSD policy still references employee agreement/CBA

3531 UNAUTHORIZED WORK STOPPAGE may have been previously covered in the CBA; informs employees the consequences of participating in unauthorized work stoppage

4000 Support Staff

4111 CREATING A POSITION did not have a policy; references Federal Immigration Reform and Control Act of 1986 and clarifies that the board be aware of new positions or increasing professional staff members in an existing position

4112 BOARD-STAFF COMMUNICATIONS 251, 251.1 LINE & STAFF RELATIONS, BOARD-STAFF COMMUNICATIONS legal references; WSD policy provides more detail in lines of authority as detailing building administrator in some cases

4120 EMPLOYMENT OF SUPPORT STAFF 541, 543 SUPPORT STAFF POSITIONS, SUPPORT STAFF RECRUITING/HIRING included qualifications of Title I paraprofessionals as is required by law

4120.01 JOB DESCRIPTIONS did not previously have such a policy but provides good practice to ensure non-discrimination; no legal references

4120.04 EMPLOYMENT OF SUBSTITUTES 544 SUBSTITUTE SUPPORT STAFF EMPLOYMENT ASSIGNMENT & TRANSFER if adopted, it does provide that the board must annually approve substitute rates and this could be done in conjunction with setting other similar rates of pay; extends beyond just a classroom teacher to include other professional categories (school nurse, dean of students, etc.); legal references

4121 CRIMINAL HISTORY RECORD CHECK while WSD procedures included reference checks, they did not include background checks (of which we currently do); important to have this available for public to be aware

4122 NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY 511 EQUAL OPPORTUNITY EMPLOYMENT added female and male compliance officers and contact information; MANY legal references; updated policy to reflect law changes

4122.01 DRUG-FREE WORKPLACE 522.1 DRUG-FREE WORKPLACE consistent language with laws; legal references; updates include reference to prescription medications in the workplace

4122.02 NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE did not have policy since GINA law was enacted; legal references

4123 SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT did not have separate policy since GINA law was enacted; legal references

4124 LETTER OF REASONABLE ASSURANCE since change in Act 10 and support staff non in a collective bargaining unit, support staff members do not receive a contract but will receive a letter of reasonable assurance which protects non-yearround employees from collecting unemployment during summer months

4130 ASSIGNMENT AND TRANSFER policy aligned with state statute to replace procedures previously addressed in a CBA

4131 REDUCTION IN STAFF policy aligned with state statute to replace procedures previously addressed in a CBA

4132 VACANCIES policy aligned with state statute to replace procedures previously addressed in a CBA

4139 STAFF DISCIPLINE policy aligned with state statute to replace procedures previously addressed in a CBA

4140 TERMINATION AND RESIGNATION **546.2 SUSPENSION & DISMISSAL OF SUPPORT STAFF** policy aligned with state statute to replace procedures previously addressed in a CBA and in state statutes; explicitly states all employees are at will and coincides with handbook language

4160 PHYSICAL EXAMINATION **523.1 STAFF PHYSICAL EXAMINATIONS** updated language including GINA law reference; multiple legal references

4161 UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY unrequested leave of absence for physical or mental inability to perform assigned duties in conformance with the law (contagious disease or other circumstances); multiple legal references

4170 SUBSTANCE ABUSE did not have policy; includes statement recognizes alcoholism and drug abuse as treatable illnesses as aligned with ADA and state statutes

4210 SUPPORT STAFF ETHICS good idea to have such a policy even though it may be implied

4211 WHISTLEBLOWER PROTECTION did not have this policy

4213 STUDENT SUPERVISION AND WELFARE provides guidance to professional staff when confronted with situations that put the district in potential liability

4214 STAFF GIFTS **524 STAFF GIFTS & SOLICITATIONS** similar to current WSD policy; simpler language in regards to retirement/recognition gifts to staff

4215 USE OF TOBACCO BY SUPPORT STAFF different policy than 522.1 drug-free workplace; defines tobacco and vapor or other substitute forms; multiple legal references

4216 SUPPORT STAFF DRESS AND GROOMING provides some guidance to appropriate attire without specifics; coincides with employee handbook

4217 WEAPONS **832/443.6 WEAPONS ON SCHOOL PREMISES** current weapons policy does not address employees separately; concealed carry definition included and aligned with state statute

4220 EVALUATION OF SUPPORT STAFF did not have policy related to support staff evaluation

4230 CONFLICT OF INTEREST 522.41/264 CONFLICTS OF INTEREST multiple legal references; no local modifications; same as for administration and support staff

4231 OUTSIDE ACTIVITIES OF SUPPORT STAFF 522.5 STAFF INVOLVEMENT IN ACTIVITIES expands definition and details of outside activities

4281 PERSONAL PROPERTY OF STAFF MEMBERS states the employee assumes risk of personal property at school

4310 EMPLOYEE EXPRESSION IN NONINSTRUCTIONAL SETTINGS 522.5 STAFF INVOLVEMENTS IN ACTIVITIES provides guidance and legal reference to employee expression in public concern items that may or may not involve the district

4340 GRIEVANCE PROCEDURE 525 STAFF COMPLAINTS & GRIEVANCES current WSD policy still reference grievance procedures in a CBA; district must have grievance procedures/policy after Act 10; legal reference

4362 EMPLOYEE ANTI-HARASSMENT 512 EMPLOYEE HARASSMENT similar policy but language is more consistent with laws; updated to include both a male and female compliance officer

4362.01 THREATENING BEHAVIOR TOWARD STAFF MEMBERS 512 EMPLOYEE HARASSMENT somewhat covered in current WSD employee harassment policy 512 but this is specific to threatening behavior which may not always be considered harassment; state statute reference

4410.01 COMPENSATION FOR PART-TIME STAFF policy to govern fair compensation for part-time employees

4419 GROUP HEALTH PLANS NEW INFORMATION – CURRENTLY IN STAFF HANDBOOK did not previously have a policy, would have been covered in CBAs when they existed

4419.01 PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS did not previously have a policy; references to legal

4419.02 PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS did not previously have a policy; references to legal (while we don't currently have this, it is good practice to include should we ever switch)

4419.03 PATIENT PROTECTION AND AFFORDABLE CARE ACT did not previously have a policy; references to legal

4425 BENEFITS policy aligned with state statute to replace benefits and details previously addressed in a CBA; very general policy without details on which benefits are provided

4430 LEAVES OF ABSENCE **542.3 SUPPORT STAFF LEAVES & ABSENCES** current WSD policy still references employee agreement/CBA with WAFT and did not provide details in the policy

4430.01 FAMILY & MEDICAL LEAVE OF ABSENCE ("FMLA") **NEW POLICY – CURRENTLY IN HANDBOOK** should really have had a policy even though in handbook; references to federal and WI laws; updates include technical changes – “you” to “staff member”

4430.05 NURSING MOTHERS policy necessary for support staff members to allow for unpaid breaks to breastfeed

4431 EMPLOYEE LEAVES current WSD policy only references jury duty; updated policy includes other types of leaves covered in handbook and allowed by law such as military leave and volunteer emergency services, organ donor; updated to reflect law changes

4432 EMPLOYEE SICK LEAVE references rights of employees of FMLA as it relates to sick leave and then references details in employee handbook

4440 JOB-RELATED EXPENSES **671.2 EXPENSE REIMBURSEMENTS** current WSD policy still references employee agreement/CBA

4531 UNAUTHORIZED WORK STOPPAGE may have been previously covered in the CBA; informs employees the consequences of participating in unauthorized work stoppage

5000 Students

5111 ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS 420, 422, 424, 425 SCHOOL ADMISSIONS, ADMISSION OF NONRESIDENT STUDENTS (NOT PUBLIC SCHOOL OPEN ENROLLMENT), ADMISSIONS OF NON-PUBLIC SCHOOL STUDENTS (DUAL ENROLLMENT), PUBLIC SCHOOL OPEN ENROLLMENT current WSD policy has many cross references; updated policy combines policies to cover all eligibility as some are not mutually exclusive; multiple legal references; updates include language related to Safe at Home/Address Confidentiality Program

5111.01 HOMELESS STUDENTS 420.1 SCHOOL ADMISSIONS: HOMELESS STUDENTS clarity of language and updates from ESSA as of July 2016; legal reference

5111.02 EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN did not have as separate policy; WI Act 329 was in 2009

5111.03 CHILDREN AND YOUTH IN FOSTER CARE we did not have policy to govern services and disputes regarding foster care; legal reference

5112 ENTRANCE AGE 421ENTRANCE AGE-EARLY ADMISSION WSD board just modified this policy in June so no need to review again

5113 OPEN ENROLLMENT PROGRAM (INTER-DISTRICT) 425 PUBLIC SCHOOL OPEN ENROLLMENT format of sections provide easier reading and provides more detail per state statute changes

5113.01 COURSE OPTIONS 343.4 COURSE OPTIONS format of sections provide easier reading; no significant changes

5113.02 INTRA-DISTRICT SAFE SCHOOL TRANSFERS OPTIONS must have this policy as defined in state statute for a “persistently dangerous” school; legal reference

5114 FOREIGN EXCHANGE STUDENTS, NONIMMIGRANT STUDENTS AND VISITOR PROGRAMS 422.1 ADMISSION OF FOREIGN EXCHANGE STUDENTS current policy states up to 4 students in policy; this could be in administrative guidelines?; also expands to include nonimmigrant and visitor programs

5120 ASSIGNMENT WITHIN DISTRICT 433 ASSIGNMENT OF STUDENTS TO SCHOOLS (INTRA-DISTRICT TRANSFERS) provides clarity to school assignment when there are exceptions to avoid discriminatory practices

5130 WITHDRAWAL/DROPOUT FROM SCHOOL communicates compulsory attendance law and efforts district will take to determine reasons for a student who wants to withdraw/dropout

5136 PERSONAL COMMUNICATION DEVICES 363.3, 363.7 ELECTRONIC COMMUNICATION SYSTEMS, BYOD (BRING YOUR OWN DEVICE) aligns with previously policy changes; Eric reviewed prior to his leaving

5200 ATTENDANCE 431 STUDENT ATTENDANCE & TRUANCY updated policy includes a lot more details around conditions and types of absences; multiple legal references

5200.01 FULL-TIME STUDENT 412.1 FULL-TIME STUDENT updated policy has simplified language and is aligned with other policies for exceptions

5215 MISSING AND ABSENT CHILDREN did not have a policy; provides statement that the district will cooperate with law enforcement or services when students are missing or absent

5223 ABSENCES FOR RELIGIOUS INSTRUCTION did not have a policy regarding religious instruction, only religious observation

5230 RELEASE OF STUDENTS TO AUTHORIZED PERSONS did not have a policy regarding parent authorization and court orders; this has been a concern

5310 HEALTH SERVICES did not have a policy; provides guidance when the district may requires students to seek health services

5310.01 EMERGENCY NURSING SERVICES 453.1 EMERGENCY NURSING SERVICES updates include language clean up for emergency nursing services

5320 IMMUNIZATION 453.2 STUDENT IMMUNIZATIONS updated policy provides more guidance as stated in statutes with timelines and compliance

5330 ADMINISTRATION OF MEDICATION/EMERGENCY CARE 453.4 ADMINISTRATION OF MEDICATION TO STUDENTS did not have a policy that stated that an employee would not be held civilly liable if administered emergency care; also combined administration of medication

5335 CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS did not have a policy; defines chronic health conditions and the protocol for school health practices in working with these health conditions

5340 STUDENT ACCIDENTS/ILLNESS/CONCUSSION did not have a policy; provides guidance and expectations around accidents and addresses the heightened awareness and care of concussions

5341 EMERGENCY MEDICAL AUTHORIZATION did not have policy that detailed authorization forms provided to parents annually (we do practice this) and references the procedures to be stated in the administrative guidelines

5350 STUDENT SUICIDE 457 STUDENT MENTAL HEALTH (SUICIDE PREVENTION/INTERVENTION) policy is specific to student suicide and provides more details and precautionary steps; legal references

5410 PROMOTION, PLACEMENT, AND RETENTION 345.4 PROMOTION, RETENTION, ACCELERATION, & GRADUATION updated policy does not provide an 80% requirement; question the promotion on grade 4 and 8 but is in state statutes

5420 REPORTING STUDENT PROGRESS 345.2 STUDENT PROGRESS REPORTING

5421 GRADING 345.1 GRADING SYSTEMS updates include language to reference Nondiscrimination and Access to Equal Educational Opportunity

5430 CLASS RANK 345.1/345.1R GRADING SYSTEMS class rank was not addressed in a board policy only in procedures; this policy states the board authorizes a class ranking system; details will be provided in the administrative guidelines

5451 STUDENT RECOGNITION 345.5 HONOR ROLLS updated policy includes recognition outside of just honor roll academic recognition

5451.01 WISCONSIN ACADEMIC EXCELLENCE SCHOLARSHIP 461 WISCONSIN HIGHER EDUCATION EXCELLENCE SCHOLARSHIP updated policy provides language more consistent with state statute; we added a tiebreaker because we didn't currently have one and needed one

5451.02 TECHNICAL EXCELLENCE HIGHER EDUCATION SCHOLARSHIPS 462 WISCONSIN TECHNICAL EXCELLENCE SCHOLARSHIP updated policy provides language more consistent with state statute and 5451.01

5460 GRADUATION REQUIREMENTS 345.6 HIGH SCHOOL EDUCATIONAL PLAN/GRADUATION REQUIREMENTS (we reviewed with high school counselor) cleaned up language for graduation requirement but did not change any of the requirements

5460.01 DIPLOMA DEFERRAL 345.6 HIGH SCHOOL EDUCATIONAL PLAN/GRADUATION REQUIREMENTS is similar policy and intended for special education student who stay in high school until age 21

5461 CHILDREN AT-RISK OF NOT GRADUATING FROM HIGH SCHOOL 342.4 PROGRAMS FOR CHILDREN AT RISK updated policy provides more details around definition of at risk students per state statute

5463 CREDITS FROM NONPUBLIC SCHOOLS did not have a policy; provides guidance in how credits from not WSD schools are noted on transcripts

5464 EARLY GRADUATION 345.61 EARLY GRADUATION similar policy

5500 STUDENT CODE OF CLASSROOM CONDUCT **443** STUDENT CONDUCT & DISCIPLINE

5505 ACADEMIC HONESTY **443.8** ACADEMIC HONESTY

5511 DRESS AND GROOMING **443.1** STUDENT DRESS CODE

5512 USE OF TOBACCO BY STUDENTS **443.3** USE/POSSESSION OF TOBACCO & E-CIGARETTE PRODUCTS, ALCOHOL, AND CONTROLLED SUBSTANCES

5513 CARE OF DISTRICT PROPERTY **443.4** DAMAGE TO SCHOOL PROPERTY BY STUDENTS (VANDALISM)

5515 STUDENT USE OF MOTOR VEHICLES **455.2** STUDENT DRIVING & PARKING

5516 STUDENT HAZING

5517 STUDENT ANTI-HARASSMENT **411.1, 411.2** STUDENT HARASSMENT, INCIDENTS OF EXPRESSED BIAS OR DISCRIMINATION

5517.01 BULLYING **411.1** STUDENT HARASSMENT

5520 DISORDERLY CONDUCT **443** STUDENT CONDUCT & DISCIPLINE

5530 ALCOHOL AND DRUG PREVENTION **443.3** USE/POSSESSION OF TOBACCO & E-CIGARETTE PRODUCTS, ALCOHOL, AND CONTROLLED SUBSTANCES

5540 THE SCHOOLS AND GOVERNMENTAL AGENCIES **445** STUDENT INTERVIEWS
updates include change from police to law enforcement agency

5540.01 INVESTIGATIONS INVOLVING SUSPECTED CHILD ABUSE **454** REPORTING CHILD ABUSE/NEGLECT

5600 STUDENT DISCIPLINE **443/443R** STUDENT CONDUCT & DISCIPLINE

5605 SUSPENSION/EXPULSION OF STUDENTS WITH DISABILITIES **443.11/443.11R**

5610 SUSPENSION AND EXPULSION **443.11/443.11R** STUDENT PROBATION, SUSPENSION & EXPULSION
updates include detail and timeline around conditional expulsion criteria

5610.02 IN-SCHOOL DISCIPLINE **443.11/443.11R** STUDENT PROBATIONS, SUSPENSION, & EXPULSION

5611 DUE PROCESS RIGHTS **443.11/443.11R** STUDENT PROBATION, SUSPENSION, & EXPULSION

5630 CORPORAL PUNISHMENT **443.9** CORPORAL PUNISHMENT/STAFF USE OF PHYSICAL FORCE

5630.01 USE OF SECLUSION AND PHYSICAL RESTRAINT WITH STUDENTS **443.91** USE OF SECLUSION & PHYSICAL RESTRAINT

5710 STUDENT COMPLAINTS **411.1/870** STUDENT HARASSMENT

5720 STUDENT ACTIVISM

5722 SCHOOL-SPONSORED PUBLICATIONS AND PRODUCTIONS **372** STUDENT PUBLICATION

5730 EQUAL ACCESS FOR NONDISTRICT-SPONSORED STUDENT CLUBS AND ACTIVITIES **447** ILLEGAL STUDENT/CITIZEN ASSEMBLY

5751 SCHOOL AGE PARENTS AND MARRIED STATUS OF STUDENTS **444** MARRIED STUDENTS AND SCHOOL-AGE PARENTS

5771 SEARCH AND SEIZURE **446, 446.1** SEARCH OF STUDENTS AND/OR THEIR POSSESSIONS, LOCKER SEARCHES updates include principal arranging for breath test while on school premises with reasonable suspicion

5772 WEAPONS **832/443.6** WEAPONS ON SCHOOL PREMISES

5780 STUDENT/PARENT RIGHTS

5830 STUDENT FUNDRAISING **374/665** FUND RAISING/STUDENT SALES

5840 STUDENT GROUPS **371** STUDENT CLUBS & ORGANIZATIONS

5850 SOCIAL EVENTS

5855 STUDENT ATTENDANCE AT SCHOOL EVENTS

5870 STUDENT PRODUCTION OF GOODS AND SERVICES

5880 PUBLIC PERFORMANCES BY STUDENTS

5895 STUDENT EMPLOYMENT

6000 Finances

6108 AUTHORIZATION TO MAKE ELECTRONIC FUND TRANSFERS did not have policy stating EFTs governing agreements

6110 FEDERAL FUNDS 640 FUNDING PROPOSALS & APPLICATIONS provides more detail as it relates to federal funds and local obligations to monies; aligns more with recent changes in federal legislation; multiple federal legal references

6111 INTERNAL CONTROLS do not have current policy but provides policy, not just practices, to ensure internal controls

6112 CASH MANAGEMENT OF GRANTS do not have current policy but provides policy, not just practices, to ensure appropriate management of grants

6114 COST PRINCIPLES - SPENDING FEDERAL FUNDS do not have current policy but provides policy, not just practices, to ensure compliance with federal funds

6116 TIME AND EFFORT REPORTING do not have current policy

6144 INVESTMENT INCOME do not have current policy

6145 BORROWING 632 SCHOOL INDEBTEDNESS safeguards the necessary board action necessary to short-term borrow

6146 POST ISSUANCE TAX EXEMPT BOND COMPLIANCE recommended to have policy also by Baird

6150 TUITION INCOME 654 TUITION FEES very similar, just more concise language; state statute reference

6151 BAD CHECKS 661.2 OUTSTANDING CHECKS charges Director of Business Services with responsibility of determining reasonable time period for proper payment

6152 STUDENT FEES, FINES, AND CHARGES 470 STUDENT FEES, FINES, & CHARGES

6210 FISCAL PLANNING adds policy to maintain a two-year financial forecast

6220 BUDGET PREPARATION 620, 622 ANNUAL OPERATING BUDGET, BUDGET SUMMARY clearer language

6230 BUDGET HEARING 622 BUDGET SUMMARY separates out budget preparation from the legal obligation of the budget hearing; states items included in the budget hearing report

6231 BUDGET IMPLEMENTATION **624 BUDGET IMPLEMENTATION** similar policy but updated policy provides for monthly updates to board (not necessarily at meetings; Mike has been doing and was recommended by Baird)

6325 FUND BALANCE **662 FUND BALANCE** may want to have discussion regarding philosophy; both current and updated policy indicate “at least 15%”

6320 PURCHASING **672, 672.1, 673.1 PURCHASING, BIDDING REQUIREMENTS, REQUISITIONS** will need to review differences in \$ amounts related to competitive bids and board action

6325 PROCUREMENT – FEDERAL GRANTS/FUNDS provides a policy to ensure supplies, materials, equipment, and services paid from federal funds will comply with procurement guidelines in grant, which may be different than board policy such as vendors, bids, etc.

6330 LEASING SCHOOL PROPERTY **655 REVENUES FROM SCHOOL-OWNED REAL ESTATE** updated policy to reflect changes in law

6423 USE OF CREDIT CARDS did not have policy and district and its employees use district-owned credit cards

6440 COOPERATIVE PURCHASING added policy for cooperative purchasing aligned with state statutes

6450 LOCAL PURCHASING provides policy that allows for, when all things are equal, to purchase from local merchants

6460 VENDOR RELATIONS **672.4 VENDOR RELATIONS** similar policy; defines “beneficial interest”

6470 PAYMENT OF CLAIMS **673 PAYMENT PROCEDURES** updated policy to include invoices rather than just department funds

6510 PAYROLL AUTHORIZATION **671.1 PAYDAY SCHEDULES** updated policy to include state statute voluntarily request payment over a twelve (12) month period for salaried employees

6520 PAYROLL DEDUCTIONS policy to include payroll deductions eligible

6610 STUDENT ACTIVITY FUND **662.1/375 STUDENT ACTIVITY FUNDS MANAGEMENT** Fund 60 guidance; no changes just cleaned up language; state statute references

6611 TICKET SALES **653, 653.1 GATE RECEIPTS & ADMISSIONS, FREE ADMISSIONS** addresses the ability to allow free admissions to senior citizens

6620 PETTY CASH **662.2 PETTY CASH ACCOUNTS** updated policy provides more guidance on oversight and maintenance on petty cash accounts

6670 TRUST AND AGENCY FUNDS adds a policy for trust and agency funds

6680 RECOGNITION **190 RECOGNITIONS & ACCOMPLISHMENTS** updated policy simplifies language

6700 FAIR LABOR STANDARDS ACT (FLSA) adds policy to state WSD follows FLSA for categories of employees

6800 SYSTEM OF ACCOUNTING **681 ACCOUNTING SYSTEM** updated policy is much more extensive; recommended by auditors, also; legal references

6830 AUDIT **684 AUDITS** very similar policy

7000 Property

7100 FACILITIES PLANNING 730 BUILDINGS & GROUNDS MANAGEMENT, 735 BUILDING & GROUNDS RECORDS & REPORTS do not have a current policy that specifically addresses capital construction plan

7217 WEAPONS 832/443.6 WEAPONS ON SCHOOL PREMISES already covered in 4000 series

7230 GIFTS, GRANTS, AND BEQUESTS 840/656 PUBLIC GIFTS TO THE SCHOOLS updated policy does not provide specific dollar amounts for recognition; updated practice in 2016-17 allows for recognition at school board meetings

7240 SITE ACQUISITION provides policy should the district every consider real property acquisition

7250 COMMEMORATION OF SCHOOL FACILITIES provides policy to allow the board to commemorate a facility to individuals

7300 DISPOSITION OF REAL PROPERTY adds policy for real policy in addition to surplus property

7310 DISPOSITION OF SURPLUS PROPERTY 690 DISPOSAL OF SURPLUS PROPERTY clearer language; keeps board approval for over \$15,000

7410 MAINTENANCE 735 BUILDING & GROUNDS RECORDS & REPORTS updated policy separates maintenance from property

7420 HYGIENIC MANAGEMENT 720 SAFETY PROGRAM updated policy separates out parts of the current safety standards policy to identify cleanliness and bloodborne pathogen items

7430 SAFETY STANDARDS 720 SAFETY PROGRAM, 721 FACILITIES INSPECTIONS similar policy but references safety standards as compared to program

7434 USE OF TOBACCO ON SCHOOL PREMISES 443.3 USE/POSSESSION OF TOBACCO AND E-CIGARETTE PRODUCTS, ALCOHOL, AND CONTROLLED SUBSTANCES BY STUDENTS updates language to include e-cigarettes/vapor but specific to non-employees and students as stated in state law

7440 FACILITY SECURITY 731 BUILDINGS & GROUNDS SECURITY updated policy is much expanded, including information about court-imposed restrictions, sex offenders, and parents as visitors

7440.01 VIDEO SURVEILLANCE AND ELECTRONIC MONITORING 731.2/443.51 LOCKER ROOM PRIVACY updated policy is a broader context than just locker room privacy

7450 PROPERTY INVENTORY did not have current policy

7455 ACCOUNTING SYSTEM FOR FIXED ASSETS did not have current policy

7460 CONSERVATION OF NATURAL AND MATERIAL RESOURCES did not have current policy

7510 USE OF DISTRICT FACILITIES **830 USE OF SCHOOL FACILITIES** updated policy is similar to current policy; details about facility fees that were recently updated will be addressed/restated in administrative guidelines—these are not changed at this time

7530 LENDING OF DISTRICT-OWNED EQUIPMENT did not have current policy and necessary to provide guidance to district practice

(Eric did review these technology policies prior to his leaving to ensure nothing was lost in the transition)

7530.01 BOARD-OWNED PERSONAL COMMUNICATION DEVICES **363.2 COMPUTER NETWORK, EQUIPMENT & INTERNET USE** updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7530.02 STAFF USE OF PERSONAL COMMUNICATION DEVICES **363.2 COMPUTER NETWORK, EQUIPMENT & INTERNET USE** updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7540 TECHNOLOGY **363.1, 363.2 INSTRUCTIONAL TECHNOLOGY, COMPUTER NETWORK, EQUIPMENT & INTERNET USE** updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7540.01 TECHNOLOGY PRIVACY **363.2 COMPUTER NETWORK, EQUIPMENT & INTERNET USE** updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7540.02 WEB CONTENT, SERVICES, AND APPS **363.4 SCHOOL DISTRICT WEBSITES** updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7540.03 STUDENT EDUCATION TECHNOLOGY ACCEPTABLE USE AND SAFETY **363.2, 363.3, 363.4 COMPUTER NETWORK, EQUIPMENT & INTERNET USE, ELECTRONIC COMMUNICATION SYSTEMS, SCHOOL DISTRICT WEBSITES** updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7540.04 STAFF EDUCATION TECHNOLOGY ACCEPTABLE USE AND SAFETY 363.2 COMPUTER NETWORK, EQUIPMENT & INTERNET USE updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws; this is specific to staff education/training

7540.05 ASSISTIVE TECHNOLOGY AND SERVICES 363.5 ASSISTIVE TECHNOLOGY updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7540.06 ELECTRONIC MAIL 363.31 ELECTRONIC COMMUNICATION SYSTEMS: SCHOOL BOARD USE updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7541 ELECTRONIC DATA PROCESSING DISASTER RECOVERY PLAN do not currently have policy—will need to ensure we have a recovery plan

7542 ACCESS TO DISTRICT TECHNOLOGY RESOURCES FROM PERSONALLY-OWNED COMMUNICATION DEVICES 363.2 COMPUTER NETWORK, EQUIPMENT & INTERNET USE updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7543 REMOTE ACCESS TO THE DISTRICT'S NETWORK 363.2 COMPUTER NETWORK, EQUIPMENT & INTERNET USE updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7546 BRING YOUR OWN DEVICE (BYOD) 363.7 BRING YOUR OWN DEVICE (BYOD) updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws

7547 EMAIL ARCHIVE AND ACCESS 522.6, 363.31 ELECTRONIC COMMUNICATION SYSTEMS: SCHOOL BOARD USE updated policy is in conjunction with several of the technology policy updates to clarify and clean up language and be more consistent with local laws; did not entirely address archive and access

7550 JOINT USE OF FACILITIES did not have current policy

8000 Operations

8010 LEGAL SERVICES 674/142 LEGAL SERVICES identical policy

8120 VOLUNTEERS 353.1 SCHOOL VOLUNTEERS updated policy provides procedures and criteria for being a volunteer but does not list all the types of activities that a volunteer could do

8141 REQUIRED REPORTING OF STAFF CONDUCT 522.3 STAFF MISCONDUCT REPORTING updated policy includes specific reporting requirements and timelines rather than in procedures; legal references

8145 ANNUAL REPORTS did not have a policy; includes details of reports required by law to be filed

8146 NOTIFICATION OF EDUCATIONAL OPTIONS – THIS POLICY IS A RENUMBERED POLICY (WAS 2370)

8210 SCHOOL CALENDAR 321 SCHOOL CALENDAR updated policy aligns with number of days and instructional minutes per state statute; also includes language about working with other districts on common calendar

8220 SCHOOL DAY 322 SCHOOL DAY updated policy indicates the ability of the superintendent to dismiss or alter the school day due to health and safety of students

8310 PUBLIC RECORDS 823 ACCESS TO PUBLIC RECORDS

8315 INFORMATION MANAGEMENT 823 ACCESS TO PUBLIC RECORDS

8320 PERSONNEL RECORDS 526 PERSONNEL RECORDS updated policy includes language related to Safe at Home/Address Confidentiality Program

8320.01 UNAUTHORIZED ACQUISITION OF STAFF PERSONAL INFORMATION did not have policy; updated policy discusses protocol in case of “hacking” or other unauthorized acquisition of personal information

8325 RECEIPT OF LEGAL DOCUMENTS BY DISTRICT EMPLOYEES describes legal documents served to district employees, such as a subpoena or summons

8330 STUDENT RECORDS 347 STUDENT RECORDS updated policy includes language related to Safe at Home/Address Confidentiality Program

8330.01 UNAUTHORIZED ACQUISITION OF STUDENT PERSONAL INFORMATION 347 STUDENT RECORDS did not have policy; updated policy discusses protocol in case of “hacking” or other unauthorized acquisition of personal information

8340 PROVIDING A REFERENCE did not have a policy; serves guidelines for providing an administrator providing a reference request is presumed to be acting in good faith and is immune from all civil liability

8350 CONFIDENTIALITY 347 STUDENT RECORDS updated policy includes language related to Safe at Home/Address Confidentiality Program

8390 ANIMALS ON DISTRICT PROPERTY did not have policy regarding animals on district policy; includes guidelines for both service animals and non-service animals; legal references

8405 ENVIRONMENTAL HEALTH AND SAFETY PROGRAM 720 SAFETY PROGRAM ensures the district has an IEQ coordinator as well as a plan; more robust adherence to what the district should provide

8410 SCHOOL SAFETY AND CRISIS INTERVENTION provides language as far as how often to assess safety plan and with whom the District should work with

8420 EMERGENCY PREPAREDNESS 723, 723.1, 723.2, 723.3 EMERGENCY PLANS, FIRE DRILLS, BOMB THREATS, TORNADOES AND OTHER THREATENING WEATHER PLANS Emergency plans are now covered in 8410; fire drills in 8420; all other threats in 8420 under “natural and man-made disasters”

8431 PREPAREDNESS FOR TOXIC HAZARDS 730.1 PEST MANAGEMENT FOR HEALTH SCHOOLS Nearly identical plans however, the new Board policy uses different acronyms to promote the same ideas

8431.01 ASBESTOS MANAGEMEN did not have a policy that specifically addressed asbestos management; requires an asbestos management plan as required by law

8442 REPORTING ACCIDENTS 722.1 ACCIDENT REPORTS similar policies, additionally notes that the injury must simply be reported to appropriate personnel, states accident form requirements, and worker’s comp language

8450 CONTROL OF CASUAL-CONTACT COMMUNICABLE DISEASES 453.3 COMMUNICABLE DISEASES Similar in nature with our current policy

8451 PEDICULOSIS (HEAD LICE) 453.31 PEDICULOSIS (HEAD LICE) Similar policies

8452 AUTOMATED EXTERNAL DEFIBRILLATORS (AED)

8453 DIRECT CONTACT COMMUNICABLE DISEASES 453.3 COMMUNICABLE DISEASES outlines more diseases than what was found in 8450 and rights that are accorded to both students and staff should they have a direct contact disease

8453.01 CONTROL OF BLOOD-BORNE PATHOGENS 523.2 EMPLOYEES EXPOSED TO BLOODORNE PATHOGENS/COMMUNICABLE DISEASES updates the language to model

after the DPI Model Blood Borne Pathogens Manual as well as suggesting the use of the Pathogens School Training made available through DPI

8462 STUDENT ABUSE AND NEGLECT 454 REPORTING CHILD ABUSE/NEGLECT Similar; the updated policy does require that new staff complete training on the topic within the first 6 months of employment and once every 5 years thereafter

8463 STUDENTS WITHOUT PARENTS states that knowledge of a child without a parent or guardian must report the fact to the Milwaukee County Social Services Department

8500 FOOD SERVICES 760, 760.1 FOOD SERVICES MANAGEMENT updated policy related to USDA regulations; must be approved prior to school starting

8510 WELLNESS 341.8/523.4 SCHOOL WELLNESS This is a much more robust policy that what is currently in place. The additions include the following:

- 1) Encouragement of a wellness committee to evaluate the wellness policy
- 2) Wellness Committee shall be an administrative committee
- 3) Submit to the Board annually a report that allows the Board to see how the wellness policy is being established at each of the schools
- 4) Outline of Physical Education and Activity
- 5) Outline of Nutritional Education
- 6) Connection of Wellness to Food Service

8531 FREE AND REDUCED-PRICE MEALS 760 FOOD SERVICES MANAGEMENT Similar in that all guidelines are established through eligibility accordance with the Child Nutrition Program

8540 VENDING MACHINES 762 VENDING MACHINES References that vending machine items shall comply with the current USDA Dietary Guidelines for American and Smart Snack Rules

8550 COMPETITIVE FOOD SALES 762 VENDING MACHINES In addition, this policy outlines what can be sold, the compliance with USDA Dietary Guidelines, and when items can be sold. It denotes there is a difference between elementary and secondary schools.

8600 TRANSPORTATION 751, 751.2 STUDENT TRANSPORTATION SERVICES The policy takes out some of the detail in the old policy and leaves the requirements up to current law.

8605 USE OF ELECTRONIC WIRELESS COMMUNICATION DEVICES BY DISTRICT EMPLOYEES WHO OPERATE BOARD-OWNED OR OPERATED VEHICLES did not have policy previously; allows two-way radio communication with district transportation officials

8640 TRANSPORTATION FOR FIELD AND OTHER DISTRICT-SPONSORED TRIPS 751.3 EXTRACURRICULAR TRANSPORTATION Provides additional detail and the requirements who of who needs to be on the vehicles or who may drive during these district-sponsored trips

8660 TRANSPORTATION BY PRIVATE VEHICLE **751.5 TRANSPORTING STUDENTS IN PRIVATE OR DISTRICT-OWNED VEHICLE** Similar policies

8680 BUS SERVICE CONTRACTS **751 STUDENT TRANSPORTATION SERVICES** The one major change is that it takes out language that requires the Board to sign a transportation contract of 3 years or less

8710 INSURANCE **675/780 INSURANCE MANAGEMENT** Only relates to property insurance but very similar in that the Director of Business Services manage the district insurance program. Language was taken out on how insurance coverage is selected (price not being the only factor)

8740 BONDING **663 BONDED SCHOOL DISTRICT PERSONNEL** Same

8800 RELIGIOUS/PATRIOTIC CEREMONIES AND OBSERVANCES **323.1, 323.2 SPECIAL OBSERVANCE DAYS, FLAG DISPLAYS/PLEDGE OF ALLEGIANCE** ability for outside organization to make request to disseminate materials on district property

8900 FRAUD **610.1 FRAUD PREVENTION** Exactly the same with the addition of the last paragraph that fraud can lead to termination and further criminal proceedings

9000 RELATIONS (policies highlighted in yellow – information was covered in old wsd policies; policies highlighted in green – changes occurred; notes in red)

9120 PUBLIC INFORMATION PROGRAM 810 School-Community Relations Goals, 821 News Media Relations, 822 News Releases

9130 PUBLIC REQUESTS, SUGGESTIONS, OR COMPLAINTS 811 Community Involvement, 870 Citizen Concerns

9140 CITIZENS' ADVISORY COMMITTEES 186 Advisory Committees to the Board

9150 SCHOOL VISITORS 860 Visitors to the Schools

9151 USE OF CAMERAS AND OTHER RECORDING DEVICES IN LOCKER ROOMS

9160 PUBLIC ATTENDANCE AT SCHOOL EVENTS 831 Public Conduct on School Property

9210 PARENT ORGANIZATIONS 881.2 Relations with Parent-School Support Organizations

9211 DISTRICT-SUPPORT ORGANIZATIONS 881.2 Relations with Parent-School Support Organizations

9250 RELATIONS WITH PARENTS

9270 HOME-BASED, PRIVATE, OR TRIBAL SCHOOLING 891.2 Relations with Private School/Home-Based Private Educational Programs

9500 RELATIONS WITH EDUCATIONAL INSTITUTIONS AND ORGANIZATIONS 891.1 Relations with Cooperative Educational Service Agencies

9505 RELATIONS WITH EDUCATIONAL RESEARCHERS 893 Relations with Educational Researchers

9535 SPECIAL AFFILIATIONS WITH COMMUNITY AND CIVIC ORGANIZATIONS 880 Special Affiliations with Community & Civic Organizations

9555 PARTNERSHIPS WITH BUSINESS

9600 STAFF/STUDENT PARTICIPATION IN COMMUNITY EVENTS

9700 RELATIONS WITH NON-SCHOOL AFFILIATED GROUPS 852/491 Distribution of Materials by Students

9700.01 ADVERTISING AND COMMERCIAL ACTIVITIES 850 Public Sales and Solicitations, 851 Advertising in Schools

9800 HIGH SCHOOL DIPLOMAS TO VETERANS

9800.01 VETERANS AS CLASSROOM VOLUNTEERS