



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Tuesday, March 12, 2024

Time: 6:20 p.m. – 6:30 p.m.

CHAIR: Dr. Hein

MEMBERS: Mr. Mancl, Vice Chair
Ms. Boehmer
Ms. Versey

Note: This meeting will be held in the Superintendent’s Conference Room

**Starting/ending times may vary*

(a quorum of the Board may be present)

The Human Resources Committee meeting will be held in the Superintendent’s Conference Room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, March 12, 2024, at 6:20 p.m.** The following items will be presented for consideration at that time:

Please note some Board members may be participating in this Board meeting via teleconference or other remote access technology. Members of the public who attend the meeting will be able to hear any open session dialogue between such members and the Board members present in the Boardroom. In addition, the District is offering audio and video access to the meeting via phone connection by calling 1-312-626-6799 with Meeting ID: 861 8093 6637 and Passcode: 793772 or <https://us06web.zoom.us/j/86180936637?pwd=aK2ql80B1F667vPsng0Rt7cduxrmen.1> at the scheduled meeting time.

REPORT TO THE HUMAN RESOURCES COMMITTEE
AGENDA

2 min. **1. APPOINTMENTS – Ms. Jami Hintz** (Confirming Action)

The administration recommends the following appointments be confirmed:

TEACHERS

Kristin Peterson	English	Eastern Washington University	Master’s Degree
Sheboygan, WI	Étude Middle		\$15,707.78 (prorated)

Ms. Peterson has been hired for the remainder of the 2023-2024 school year. She will be certified in English. She was the only candidate interviewed.

CUSTODIANS

Michelle Horzen	School Nutrition	February 19, 2024	\$18.30 per hour
Christopher Stolzmann	Facilities Services	February 26, 2024	\$18.15 per hour

EDUCATIONAL ASSISTANTS

Paulina Gomez Hinojoza	Wilson	February 12, 2024	\$16.20 per hour
Kristie Kozlovsky	Urban	February 12, 2024	\$17.85 per hour
Mangda Moua	Lincoln-Erdman	February 19, 2024	\$17.00 per hour
Roger Oliver Jr.	North High	February 13, 2024	\$17.00 per hour
Shawna Silberzahn	Jefferson	February 7, 2024	\$16.25 per hour
Alexis Streff	Early Learning Center	February 12, 2024	\$16.25 per hour

*Relative of SASD employee

1 min. **2. LEAVE OF ABSENCE – Ms. Jami Hintz (Action)**

The administration recommends the following request for a personal leave of absence without compensation be approved:

Carrie Doebler	Educational Assistant	Jackson	February 9, 2024 – April 8, 2024
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1 min. **3. SEPARATIONS – Ms. Jami Hintz (Information)**

The following separations have been granted:

Glory Anderson	Teacher	North High	June 10, 2024
Abbie Bouelle	Educational Assistant	Farnsworth	March 15, 2024
Christopher Burdine	Teacher	Horace Mann	February 23, 2024
Joshua Busch	Plumber	Facilities Services	February 19, 2024
Theresa Gehl	Educational Assistant	Jefferson	February 22, 2024
Amy George	Teacher	Early Learning Center	June 10, 2024
Erik Ignatowski	Educational Assistant	ASPIRE	February 8, 2024
Elliot Jasso	Teacher	North High	June 10, 2024
Mary Jesinski-Boden	Educational Assistant	Horace Mann	February 28, 2024
Zaylie Kleinman	Educational Assistant	Madison	March 21, 2024
Jessica Sullivan	Educational Assistant	Longfellow	March 1, 2024
Logan Weckerly	Teacher	Cooper	June 10, 2024
Helena Wildman	Cook	South High	February 22, 2024

1 min. **4. RETIREMENTS – Ms. Jami Hintz (Action)**

The administration recommends the following requests to retire be granted and the employees be recognized for their years of service per board policy.

Michael McCabe	Teacher	Horace Mann	32.00 years of service
Vicki Regan	Educational Assistant	Madison	20.60 years of service
Mary Risse	Secretary	South High	30.25 years of service
Cynthia Timm	Executive Assistant	Human Resources	26.10 years of service

2 min. **5. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8700 – NURSING MOTHERS – Ms. Jami Hintz (Discussion/Possible Action)**

The administration recommends the introduction (first reading) of the following revised policy:

- Policy 8700 – Operations; Nursing Mothers

Book	Policy Manual
Section	8000 Operations
Title	NURSING MOTHERS
Code	po8700*jjh
Status	First Reading
Adopted	December 12, 2023

8700 - ~~NURSING MOTHERS~~LACTATING EMPLOYEES

The Board supports staff members who choose to ~~breast feed and/or~~ express breast milk following the birth of a child. When any staff member, whether a professional staff member or support staff member has notified their supervisor of the staff member's intent to express breast milk during the workday, the Principal shall make necessary arrangements to provide the following:

- A. An appropriate location that is suitable for expressing breast milk. The location must be shielded from view and not accessible during usage by any other person. The location provided may not be a bathroom.
- B. A reasonable amount of time to complete the activity based on an established schedule of frequency the staff member requires. The staff member is responsible for providing a schedule of frequency and for completing the process efficiently.

Additional requests from a covered employee to assist in the process of expressing breast milk under this policy should be addressed to a building administrator. Reasonable efforts will be made to facilitate full access to the benefits of this policy.

A participating employee must record time spent expressing breast milk at work which will be recorded as unpaid time, unless the employee also performs work related responsibilities during this time. Any staff member who has given birth to a child and opts to express breast milk thereafter is entitled to the benefits of this policy.

Any staff member who has provided notice of the need to express breast milk at work and has complied with the responsibilities of doing so in this policy is eligible to do so for up to one (1) calendar year from the birth of the child.

No staff member who requires break time to express breastmilk consistent with this policy shall be subjected to retaliation or any form of adverse treatment for doing so.

Any staff member who feels they have been denied adequate protections or feels they have been retaliated against or otherwise treated unfairly as a result of availing themselves of the rights described in this policy shall report such concerns to the District Administrator. Any such report shall specify the alleged deficiency and desired resolution so that the District Administrator may provide an appropriate resolution, within ten (10) calendar days of the report.

The benefits described in this policy shall be administered concurrently with other benefits, such as Family Medical Leave Act (FMLA) rights.

This policy does not apply to students. Any student who is expressing breast milk following the birth of a child should contact the Principal to discuss arrangements to enable the student to do so.

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