



Wisconsin Rapids Board of Education  
**Personnel Services Committee**

510 Peach Street · Wisconsin Rapids, WI 54494 · 715-424-6701

**AGENDA**

Sandra Hett, Chair  
Larry Davis  
Mary Rayome  
John Krings, President

February 7, 2022

Location: Wisc. Rapids Area Middle School Auditorium, 1921 27th Avenue South, Wisc. Rapids, WI

*Enter through the doors (C or F) located on the NORTH end of the building, from the parking lot located just off of Engler Drive.*

Time: Immediately following the Educational Services Committee meeting, but not before 6:15 p.m.

I. Call to Order

II. Public Comment

Persons who wish to address members of the Committee may make a statement pertaining to a specific agenda item. The Committee Chair will establish limits for speakers due to time constraints. Comments made by the public shall be civil in content and tone. Speakers bear the personal risk if comments made are defamatory, slanderous, or otherwise harmful to another individual. Please keep in mind that this is a Committee meeting of the Board open to the public, and not a public hearing.

III. Actionable Items

- A. Appointments
- B. Resignations
- C. Retirements

IV. Updates and Reports

- A. Status of District Substitutes
- B. District HSA Update

V. Consent Agenda

VI. Adjournment

The Wisconsin open meetings law requires that the Board, or Board Committee, only take action on subject matter that is noticed on their respective agendas. Persons wishing to place items on the agenda should contact the District Office at 715-424-6701, at least seven working days prior to the meeting date for the item to be considered. The item may be referred to the appropriate committee or placed on the Board agenda as determined by the Superintendent and/or Board president.

With advance notice, efforts will be made to accommodate the needs of persons with disabilities by providing a sign language interpreter or other auxiliary aids, by calling 715-424-6701.

School Board members may attend the above Committee meeting(s) for information gathering purposes. If a quorum of Board members should appear at any of the Committee meetings, a regular School Board meeting may take place for purposes of gathering information on an item listed on one of the Committee agendas. If such a meeting should occur, the date, time, and location of the Board meeting will be that of the particular Committee as listed on the Committee agenda however, no deliberation or action will be taken by other Committees or the full Board of Education.



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**Personnel Services Committee**

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**BACKGROUND**

Sandra Hett, Chair  
Larry Davis  
Mary Rayome  
John Krings, President

February 7, 2022

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Time: Immediately following the Educational Services Committee meeting, but not before 6:15 p.m.

- I. Call to Order
- II. Public Comment
- III. Actionable Items
  - A. Appointments

The administration recommends approval of the following non-represented staff appointment:

Steve Smith	Location: District Position: IEP Coordinator Effective Date: January 10, 2022 Hourly Rate: \$25.00
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The administration recommends approval of the following support staff appointments:

Reed Zirnhelt	Location: WRAMS Position: Kitchen Helper (4.0 hrs/day) Effective Date: January 10, 2022 Hourly Rate: \$15.01 (starting rate) / \$15.80 (after 60 days)
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Lisa Gamboa	Location: Howe Elementary Position: Second Cook (7.0 hrs/day) Effective Date: February 1, 2022 Hourly Rate: \$16.51
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Holly Ihrcke	Location: Howe Elementary Position: Cashier (1.25 hrs/day) Effective Date: January 10, 2022 Hourly Rate: \$12.26 (starting rate) / \$12.91 (after 60 days)
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Dawn Sukala	Location: District Position: Title VI Liaison (25.0 hrs/week) Effective Date: January 18, 2022 Hourly Rate: \$14.00
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Becca Austin	Location: Lincoln High School Position: Activities Clerk (7.0 hrs/day) Effective Date: January 18, 2022 Hourly Rate: \$16.10 (starting rate) / \$16.95 (after 60 days)
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Cindy Bell	Location: WRAMS Position: Cashier (3.5 hrs/day) Effective Date: January 19, 2022 Hourly Rate: \$12.26 (starting rate) / \$12.91 (after 60 days)
Lacey Peck	Location: Woodside Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: January 21, 2022 Hourly Rate: \$15.44 (starting rate) / \$16.25 (after 60 days)
Debbie Jepson	Location: WRAMS Position: Special Education Aide (7.0 hrs/day) Effective Date: January 21, 2022 Hourly Rate: \$16.25
Angie Feutz	Location: Washington Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: January 21, 2022 Hourly Rate: \$15.44 (starting rate) / \$16.25 (after 60 days)
Carol Koeshall	Location: WRAMS Position: Baker (7.75 hrs/day) Effective Date: January 27, 2022 Hourly Rate: \$15.68 (starting rate) / \$16.51 (after 60 days)
Michael Sallet	Location: Woodside Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: January 31, 2022 Hourly Rate: \$15.44 (starting rate) / \$16.25 (after 60 days)
Rae Ann Nelson	Location: Lincoln High School Position: Kitchen Helper (5.75 hrs/day) Effective Date: February 7, 2022 Hourly Rate: \$15.01 (starting rate) / \$15.80 (after 60 days)

#### B. Resignations

The administration recommends approval of the following professional staff resignations:

Sydney Dorschner	Location: Lincoln High School Position: Teacher (1.0 FTE) Effective Date: January 28, 2022 Date of Hire: August 25, 2020
Brett Weinfurter	Location: Lincoln High School Position: Teacher (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: January 22, 2018
Thomas Crockett	Location: Lincoln High School/RCHS Position: Psychologist (1.0 FTE) Effective Date: June 10, 2022 Date of Hire: August 18, 2015

The administration recommends approval of the following support staff resignations:

Cindy Tork	Location: EJM Position: Custodian (8.0 hrs/day) Effective Date: April 1, 2022 Date of Hire: August 3, 2011
Sally Nelson	Location: WRAMS Position: Custodian (8.0 hrs/day) Effective Date: April 1, 2022 Date of Hire: October 6, 2008
Melissa Hafeman	Location: Woodside Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: February 10, 2022 Date of Hire: October 2, 2018
Tammy Southworth	Location: Woodside Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: January 24, 2022 Date of Hire: October 14, 2019
McKenzie Kruk	Location: Woodside Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: January 11, 2022 Date of Hire: October 25, 2021
Rebecca Johnson	Location: District Position: AESOP Coordinator (7.0 hrs/day) Effective Date: January 28, 2022 Date of Hire: August 9, 2021

### C. Retirements

The administration recommends approval of the following professional staff retirement:

Karen Scarseth	Location: Lincoln High School Position: Teacher (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: August 17, 1990
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The administration recommends approval of the following non-represented staff retirement:

Steven Johnson	Location: District Position: Information Technology Support Specialist (8.0 hrs/day) Effective Date: June 6, 2022 Date of Hire: August 12, 1997
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The administration recommends approval of the following support staff retirements:

Janet Babcock	Location: Pitsch Early Learning Center Position: Aide (6.0 hrs/day) Effective Date: June 3, 2022 Date of Hire: December 1, 1995
Jennifer Koback	Location: RCHS Position: Aide (7.0 hrs/day) Effective Date: June 3, 2022 Date of Hire: September 8, 2000

IV. Updates and Reports

A. Status of District Substitutes

Brian Oswall, Director of Human Resources, will present to the Committee the fill-rate status of the District substitutes. (*Attachment A*)

B. District HSA Update

Administration recommends changing the District's HSA Custodian from BMO Harris to Associated Bank. Beginning in 2022 BMO Harris is switching their HSA program to Lively which would cost the District around \$13,000 per year. Associated Bank will charge the District a one-time set up fee of \$1,000 and then there will be no cost to the District or the employee. Employees can keep their current account balances in their BMO Harris HSA account or transfer their account balance to Associated Bank. The estimated start date with the Associated HSA accounts is April 1, 2022. All future District and employee HSA contributions would be deposited at Associated Bank.

V. Consent Agenda

Personnel Services Committee members will be asked which agenda items from the Committee meeting will be placed on the consent agenda for the regular Board of Education meeting.

VI. Adjournment

Month	Fill Rate 2019-2020	Fill Rate 2020-2021	Fill Rate 2021-22	Number of Absences 2019-2020	Number of Absences 2020-2021	Number of Absences 2021-22
September	90%	78%	72%	804	567	1038
October	93%	72%	73%	1321	1015	1399
November	94%	68%	76%	899	1261	1269
December	94%	83%	74%	774	813	1167
January	91%	81%	74%	1275	793	1757(as of 1/27)
	<b># of Sub Teachers 2019-2020</b>	<b># of Sub Teachers 2020-2021</b>	<b># of Sub Teachers 2021-2022</b>			
	89	69	73			
	<b># of Sub Other 2019-2020</b>	<b># of Sub Other 2020-2021</b>	<b># of Sub Other 2021-2022</b>			
	73	67	54			