



Wisconsin Rapids Board of Education
Personnel Services Committee

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

Sandra Hett, Chair
Larry Davis
Troy Bier
John Krings, President

June 6, 2022

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
Conference Room A/B

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. Retirement
- D. School Psychologist Staffing
- E. ELL Professional Staffing
- F. Behavioral Interventionist Assignment at Howe Elementary
- G. Security Aide Assignment at WARMS
- H. Extended Days for Social Emotional Learning Coordinator Position
- I. Speech and Language Pathologist Staffing
- J. Occupational Therapist Staffing

IV. Consent Agenda

V. 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.



Wisconsin Rapids Board of Education
Personnel Services Committee

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

BACKGROUND

Sandra Hett, Chair
Larry Davis
Troy Bier
John Krings, President

June 6, 2022

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
Conference Room A/B

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 professional staff appointments:

Travis Kleinschmidt	Location: WRAMS Position: Teacher (1.0 FTE) Education: Bachelor's – UW Stevens Point – December 2016 Major/Minor: Mathematics Salary: \$43,500
Gabrielle Scheunemann	Location: Grant Elementary Position: Teacher (1.0 FTE) Education: Bachelor's – UW Stevens Point – December 2012 Major/Minor: Elementary Education/Language Arts Salary: \$44,750
Alison Krostag	Location: Mead Elementary Position: Teacher (1.0 FTE) Education: Bachelor's – UW Stevens Point – May 2022 Major/Minor: Elementary Education/Health Education Salary: \$41,500
Sarah Olson	Location: Howe Elementary Position: Teacher (1.0 FTE) Education: Master's – UW Stevens Point – May 2020 Bachelor's – Viterbo – May 1999 Major/Minor: General Education, Liberal Studies/Cross Categorical Salary: \$48,000
Tony Xiong	Location: District Position: Teacher (1.0 FTE) Education: Certificate – UW Stevens Point – July 2022 Certificate – UW Stevens Point – January 2022 Certificate – St. Mary's – January 2021 Bachelor's – UW Eau Claire – May 2015 Major/Minor: Health Education, Early Childhood Special Education, Special Education, Kinesiology/Psychology Salary: \$43,500

Heidi Goodreau	Location:	Howe Elementary
	Position:	Teacher (School Counselor) (1.0 FTE)
	Education:	Master's – UW Superior – May 2022 Master's – St. Catherine's – May 2005 Bachelor's – College of St. Benedict – May 2003
	Major/Minor:	School Counseling, Education, Political Science
	Salary:	\$46,500
Brittney Flugaur	Location:	Howe Elementary
	Position:	Teacher (1.0 FTE)
	Education:	Bachelor's – UW La Crosse – December 2021
	Major/Minor:	Early Childhood-Middle Childhood Education
	Salary:	\$41,500
Maryssa Guenther	Location:	WRAMS
	Position:	Teacher (1.0 FTE)
	Education:	Bachelor's – UW Stevens Point – May 2022
	Major/Minor:	Elementary Education, Special Education/Emotional Behavioral Disabilities
	Salary:	\$41,500
Garrett Hopkins	Location:	WRAMS
	Position:	Teacher (1.0 FTE)
	Education:	Bachelor's – UW Stevens Point – May 2021
	Major/Minor:	Natural Resource Management
	Salary:	\$41,500
Hannah Crosby	Location:	Grant Elementary
	Position:	Teacher (1.0 FTE)
	Education:	Master's – UW Stevens Point – December 2022 Bachelor's – UW Whitewater – May 2018
	Major/Minor:	Special Education, Communication Sciences and Disorders/Cognitive Disability
	Salary:	\$41,500

The administration recommends approval of the following support staff appointments:

Grace Ford	Location:	Washington Elementary
	Position:	Library Aide (6.5 hrs/day)
	Effective Date:	September 1, 2022
	Hourly Rate:	\$14.96 (starting rate) / \$15.75 (after 60 days)
Rachel Teeselink	Location:	District
	Position:	Library Aide (5.75 hrs/day)
	Effective Date:	September 1, 2022
	Hourly Rate:	\$14.96 (starting rate) / \$15.75 (after 60 days)
Rebekah Krug	Location:	Grant Elementary
	Position:	Manager Production Kitchen (6.75 hrs/day)
	Effective Date:	September 1, 2022
	Hourly Rate:	\$16.70 (starting rate) / \$17.58 (after 60 days)
Marissa Ashenberg	Location:	Washington Elementary
	Position:	Secretary (7.5 hrs/day)
	Effective Date:	August 3, 2022
	Hourly Rate:	\$16.10 (starting rate) / \$16.95 (after 60 days)

KaZoua Thao	Elementary/Middle	\$3,807.00
Danielle Heuer	Elementary/Middle	\$3,807.00
Holly Spurlin	Elementary/Middle	\$2,835.00
Brittany Handrich	Elementary/Middle	\$3,807.00
Teri Thomas	Elementary/Middle	\$3,807.00
Janet Alekna	Elementary/Middle	\$3,807.00
Angela Peters	Elementary/Middle	\$1,890.00
William Hamilton	Elementary/Middle	\$1,890.00
Jenifer Barcnas	Elementary/Middle	\$1,890.00
Jerene Sillars	Elementary/Middle	\$3,807.00
Kao Vue	Elementary/Middle	\$2,835.00
Kendra Jaenke	Elementary/Middle	\$3,807.00
Melissa Miller	Elementary/Middle	\$1,890.00
Andrew Miller	Elementary/Middle	\$1,890.00
Lisa Butzen	Elementary/Middle	\$1,890.00
Randy Duxbury	Elementary/Middle	\$3,807.00
Tom Nolan	Elementary/Middle	\$3,807.00
Danica Reichert	Elementary/Middle	\$1,890.00
Scott Sigourney	Elementary/Middle	\$1,890.00
Rebecca Steckbauer	Elementary/Middle	\$1,890.00
Kasey Kautzer	Elementary/Middle	\$1,890.00
Jeremy Radtke	Elementary/Middle	\$1,161.00
Samantha Radtke	Elementary/Middle	\$1,161.00
Megan Thayer	Elementary/Middle	\$1,890.00
Amy Heitzman	Elementary/Middle	\$945.00
Abby Kreisa	Elementary/Middle	\$2,835.00
Paige Jackan	Elementary/Middle	\$3,807.00
Jacob Miller	Elementary/Middle	\$1,755.00
Matthew Brown	Elementary/Middle	\$1,890.00
Chauncey Jones	Elementary/Middle	\$1,458.00
Kylie Barnes	Elementary/Middle	\$1,458.00
Megan Hand	Elementary/Middle	\$1,620.00
Megan Onesti	Elementary/Middle	\$1,890.00
Dale Dahl	Elementary/Middle	\$270.00
Martha Olivarez	Elementary/Middle	\$1,890.00
Trina Watson	School Nurse	\$2,471.00
Stefanie Tryba	Site Coordinator – Session 1	\$1,500.00

The administration recommends approval of the following 2022 summer support staff appointments:

Name	Summer Position	Location	Hourly Wage
Harrison Lambert	Grounds Helper	District	\$10.50 - \$13.00
Chani Pulchinski	Grounds Helper	District	\$11.00 - \$13.00
Eric Huglen	Technology Support	LHS	\$12.50
Emma Mischnick	Technology Support	WRAMS	\$12.50
Haley Casper	Technology Support	Elementary	\$12.50
August Bambenek	Technology Support	District	\$12.50
Ben Klingforth	Technology Support	District	\$12.00
Ben Balko	Technology Support	District	\$12.00
Jacklyn Greening	Technology Support	Elementary	\$12.00
Virginia Hafermann	Food Service	LHS	\$15.80
Tami Drew-Huiras	Food Service	LHS	\$15.80
Carol Koeshall	Food Service	District	\$15.80
Michelle Zuege	Food Service	WRAMS	\$15.80
Angela Wirth	Food Service	WRAMS	\$16.51
Nicole Crowley	Instructional Aide	WRAMS	\$15.00
Patricia Halbur	Instructional Aide	WRAMS	\$15.00

Holly McMiller	Instructional Aide	WRAMS	\$15.00
Hannah Bialas	Instructional Aide	WRAMS	\$15.00
Joanne Dachel	Instructional Aide	WRAMS	\$15.00
Keegan Crowley	Instructional Aide	WRAMS	\$15.00
Lita Rosenow	Instructional Aide	WRAMS	\$15.00
Dixie Torke	Instructional Aide	WRAMS	\$15.00
Smantha Lom	Instructional Aide	WRAMS	\$15.00
Andrew Cook	Instructional Aide	WRAMS	\$15.00
Layla London	Instructional Aide	WRAMS	\$15.00
Zoe Wirtz	Instructional Aide	WRAMS	\$15.00
Vicki Shafranski	Instructional Aide	WRAMS	\$15.00
Tracy Weiss	Instructional Aide	WRAMS	\$15.00
Machelle Anderson	Secretary	WRAMS	\$17.25
Carole Pfahning	Secretary	WRAMS	\$16.95
Marissa Ashenberg	Secretary	LHS	\$15.00
Olivia Oleson	Gymnastics	LHS	\$ 9.50
Sopie Hasenohrl	Gymnastics	LHS	\$ 9.50
Macey Back	Gymnastics	LHS	\$ 9.50
Tia Thao	Gymnastics	LHS	\$ 9.50
Fiona Gaugert	Gymnastics	LHS	\$ 9.50
Morgan Benedict	Gymnastics	LHS	\$ 9.50
Laynee Steinhafel	Gymnastics	LHS	\$ 9.50
Destinee Steinhafel	Gymnastics	LHS	\$ 9.50
Jillian Alekna	Swim	LHS	*
America Arts	Swim	LHS	*
Anna Bouchard	Swim	LHS	*
Carl DeLuca	Swim	LHS	*
Ava Etheridge	Swim	LHS	*
Kiralyn Felts	Swim	LHS	*
Ellie Heiman	Swim	LHS	*
Marlene Holtz	Swim	LHS	*
Sarah Korte	Swim	LHS	*
Madeline Krzykowski	Swim	LHS	*
Nicholas Millner	Swim	LHS	*
Greta Plummer	Swim	LHS	*
Anna Price	Swim	LHS	*
Kayelyn Schulze	Swim	LHS	*
Elliott Schultz	Swim	LHS	*
Tyler Schultz	Swim	LHS	*
Kayelyn Schulze	Swim	LHS	*
Aliyah Tafoya	Swim	LHS	*
Maggie Weiland	Swim	LHS	*
Logan Maciejewski	Swim	LHS	*
Madyson Lehmann	Swim	LHS	*
Wyatt Schmitt	Swim	LHS	*
Lorraine Kissinger	Swim	LHS	*
Liliana Perez	Swim	LHS	*
Kayleigh Pieski	Swim	LHS	*
Marcie Feidt	Swim	LHS	*
Lilly Kropidlowski	Swim	LHS	*
Lexi Heinrich	Swim	LHS	*
Colin Coates	Swim	LHS	*
Keelie Glodoski	Swim	LHS	*
Elizabeth Weiland	Swim	LHS	*

**Hourly rate for Summer Swim workers vary by job for the day: Locker Room - \$9.50, Lifeguard - \$11.00, Swim Instructor - \$12.00-\$13.00, Head Lifeguard - \$15.00*

B. Resignations

The administration recommends approval of the following professional staff resignations:

Taylor Faivre	Location: Howe Elementary Position: Teacher (1.0 FTE) Effective Date: April 4, 2022 Date of Hire: August 29, 2022
Bryan Radlinger	Location: WRAMS Position: Teacher (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: August 29, 2005
Brittany Osborne	Location: WRAMS Position: Teacher (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: January 20, 2016
Andrea Jazdzewski	Location: WRAMS Position: Teacher (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: August 30, 2004
Maureen Rust	Location: Howe Elementary Position: Teacher (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: August 27, 2019
Leah Boon	Location: Howe Elementary Position: Teacher (School Counselor) (1.0 FTE) Effective Date: June 6, 2022 Date of Hire: August 26, 2014
Natalie Raymond	Location: WRAMS Position: Teacher (1.0 FTE) Effective Date: May 24, 2022 Date of Hire: August 29, 2022

The administration recommends approval of the following summer school professional staff resignation:

Stefanie Tryba	Location: District Position: Summer School Site Coordinator Effective Date: July 1, 2022 Date of Hire: July 6, 2020
----------------	--

The administration recommends approval of the following support staff resignations:

Pamela Walker	Location: Mead Elementary Position: Cashier (1.0 hr/day) Effective Date: May 26, 2022 Date of Hire: October 3, 2016
Elly Wettstein	Location: Woodside Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: May 4, 2022 Date of Hire: February 14, 2022

Meg Ratelle	Location: Woodside Elementary Position: Library Aide (6.5 hrs/day) Effective Date: June 3, 2022 Date of Hire: September 1, 2021
Malissa Rosenthal	Location: Mead Elementary Position: Health Aide (2.5 hrs/day) Effective Date: June 3, 2022 Date of Hire: May 12, 2021
Heidi Goodreau	Location: Howe Elementary Position: Behavior Interventionist Aide (3.0 hrs/day) Effective Date: June 3, 2022 Date of Hire: September 1, 2021
Alyssa Johnson	Location: Grove Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: June 3, 2022 Date of Hire: September 1, 2021
Rhonda Bentz	Location: Grant Elementary Position: Noon Duty Aide (2.0 hrs/day) Effective Date: June 3, 2022 Date of Hire: September 16, 2008
Jessica Linzmeier	Location: Woodside Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: May 25, 2022 Date of Hire: February 28, 2022
Layla London	Location: Woodside Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: June 3, 2022 Date of Hire: March 7, 2022

C. Retirement

The administration recommends approval of the following support staff retirement:

Ann Arendt	Location: District Position: Receptionist/Transportation (8.0 hrs/day) Effective Date: July 5, 2022 Date of Hire: August 23, 2002
------------	--

D. School Psychologist Staffing

The District will have three new school psychologists starting next year. In addition, our special education numbers and initial evaluations have increased. This position will be responsible for the District's Birth to 3 program.

Administration recommends adding a .40 FTE school psychologist position for the 2022-2023 school year.

E. ELL Professional Staffing

Due to high caseloads, specifically at the secondary level there is a need for additional ELL support.

Administration recommends adding a .17 FTE in ELL support.

F. Behavioral Interventionist Assignment at Howe Elementary

In order to help support meeting the Title 1 Schoolwide goals along with helping meet the needs of Howe Elementary students, an increase in hours is needed for the Howe behavioral interventionist position.

Administration recommends increasing the Howe behavioral interventionist position hours from 3.0 hours a day to 5.75 hours a day.

G. Security Aide Position at WRAMS

The security aide position will assist WRAMS Administration with building supervision, investigations, data entry, and parent communication. This will be a 7.58 hrs/day position and will be a Level VI*.

Administration recommends adding a security aide position at Wisconsin Rapids Area Middle School starting in the 2022-2023 school year.

H. Extended Days for Social Emotional Learning Coordinator Position

In December 2021, WRPS hired a .50 social emotional learning (SEL) coordinator. The SEL coordinator started in one elementary building, Grove, but has since branched out to other schools. This position has met with all building administration, and has provided presentations to all elementary buildings to determine current and future needs. The SEL coordinator position is working with and providing resources to teachers and pupil services staff. Plans are being developed to help support all 12 buildings starting in the fall of 2022.

This position is currently and will continue to be funded through Coordinated Early Intervening Services (CEIS) funds. These funds are the 15% of the District's flow-through budget that are required to be spent on early intervening services to address racial disproportionality. The Administrative team believes teaching students social emotional learning skills such as emotion management, teamwork, and respect will help students access academic content decreasing the number of behavioral and academic referrals within the District.

The extended days would allow for completion of the tasks listed below. These extended days would be fulfilled between July 1, 2022 - June 30, 2023. Administration will determine additional extended days each year depending on the need.

- Planning, coordination, and management to support the development of social emotional learning infrastructure
- Developing training modules for professional development
- Research assessment tools around SEL and wellness
- Analyze data collected through surveys and screeners including how to incorporate these tools into eduCLIMBER
- Explore how to build staff capacity
- Evaluating the impact existing systems and structures have on student achievement and social emotional needs
- Forging partnerships with community stakeholders
- Collaborate with Administrators & building staff on the roll out for the 2022-2023 school year

Administration recommends adding up to 10 extended days for the District SEL coordinator in order to support buildings, provide training prior to the beginning of the school year, and to analyze data at the end of the 2022-2023 school year.

I. Speech and Language Pathologist Staffing

WRPS currently employs 10 speech and language pathologists (SLP). They are responsible for providing services within all 12 WRPS buildings, Community 4K sites, Wood County Alternative High School, itinerant and homebound services. In addition, they fulfill our IDEA equitable services for parentally placed private school students. This means they are providing speech and language at all the parochial schools within our attendance area in which a student is qualified as having a speech and language impairment.

Below are the suggested caseloads for a SLP as determined by our open enrollment caps.

- Early Childhood (20)
- Elementary (35)
- Secondary (40)

Current caseload numbers for the Wisconsin Rapids Public School District’s speech and language pathologists range from 35 - 51 with an average of 39.4 students per caseload. Adding an additional position would bring the average caseload number to 35.8. Other factors to consider include the number of buildings serviced, and the length of time it takes to complete initial evaluations. It is also difficult to find coverage if/when an SLP needs to take time off. We currently have a long-term substitute position for the fall of 2022-2023 that hasn’t been filled. We have reached out to CESA, retired staff members and posted the position on WECAN, but have not been able to find an applicant. If we do not find coverage the responsibility of providing services to our students falls on our current staff.

Administration is recommending to hire an additional full-time speech and language pathologist.

J. Occupational Therapist Staffing

The number of WRPS students requiring occupational therapy (OT) services continues to grow. WRPS employs 3.5 FTE, but will have a reduction to 2.5 FTE at the end of the year due to a resignation. We are currently working to fill this resignation. WRPS also employs one full-time certified occupational therapist assistant (COTA). The table below contains the number of students receiving services and OT staffing for the past four years.

2018-2019		2019-2020		2020-2021		2021-2022	
Students	FTE	Students	FTE	Students	FTE	Students	FTE
112	2.6	185	4.0	216	4.0	*200	^3.5
<i>Started year with 2.4 FTE</i>		<i>Started year with 2.8 FTE</i>		<i>Resignation at the end of the school year and could not find a replacement. Posted for COTA position.</i>		<i>*Does not include 26 current evaluations. ^Does not include COTA (1.0 FTE)</i>	

Administration recommends hiring an additional full-time occupational therapist for a total of 4.5 occupational therapy FTE.

Based on the District’s current FTE for occupational therapy staff, Administration recommends increasing the number of certified occupational therapy assistants to three if the occupational therapy staff FTE is 2.5 or less and increasing the number of certified occupational therapy assistants to two if the occupational therapy staff FTE is 3.5.

IV. 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.

V. Adjournment