



AGENDA

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

July 5, 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. Professional Staff Base Wage
- E. Employee Wage Compensation Consideration
- F. Employee Wage Compensation Adjustments
- G. Common School Fund Stipend
- H. Co-Curricular Base Wage
- I. Lead Teacher and Aide Position at The Bridge (Alternative Programming at WRAMS)
- J. Lead Teacher Stipend at The Bridge

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.



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Personnel Services Committee

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BACKGROUND

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

July 5, 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:

Alexandra Tomlin-Dodd	Location: District Position: Teacher (Speech/Language) (1.0 FTE) Education: Master's – UW Whitewater – May 2021 Bachelor's – UW Stevens Point – May 2018 Major/Minor: Communication Science Disorders Salary: \$47,00
Joanna Carman	Location: Lincoln High School Position: Teacher Intern – Business (.50 FTE) Education: Bachelor's – UW Whitewater – December 2022 Major/Minor: Business and Marketing Education Salary: \$4,500
Nelson Bricco	Location: Woodside Elementary Position: Teacher (1.0 FTE) Education: Bachelor's – UW Stevens Point – December 2021 Major/Minor: Elementary Education/Mathematics Salary: \$41,500
Teresa Bodwell	Location: District Position: Teacher (OT) (1.0 FTE) Education: Master's – UW La Crosse – January 2018 Bachelor's – Utah State – August 1990 Major/Minor: Occupational Therapy, Communicative Disorders Salary: \$53,500

The administration recommends approval of the following support staff appointments:

Rasim Aliu	Location: District Position: Custodian (8.0 hrs/day) Effective Date: July 11, 2022 Hourly Rate: \$22.14 (starting rate) / \$23.21 (after six months)
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Dan Anderson	Location:	Howe Elementary & Mead Elementary
	Position:	Custodian (8.0 hrs/day)
	Effective Date:	July 5, 2022
	Hourly Rate:	\$23.21

B. Resignations

The administration recommends approval of the following professional staff resignations:

Janice Heyroth	Location:	Howe Elementary
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 14, 2022
	Date of Hire:	August 28, 2007

Morgan Renfert	Location:	Grove Elementary
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 15, 2022
	Date of Hire:	August 24, 2021

MaKayla Cywinski	Location:	Woodside Elementary
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 15, 2022
	Date of Hire:	August 27, 2019

Stefanie Tryba	Location:	WRAMS and Washington Elementary
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 22, 2022
	Date of Hire:	August 28, 2008

C. Retirement

The administration recommends approval of the following support staff retirement:

Anna Killian	Location:	District
	Position:	Curriculum Secretary (8.0 hrs/day)
	Effective Date:	August 10, 2022
	Date of Hire:	May 29, 1984

D. Professional Staff Base Wage

To stay competitive with local districts there is a need to increase the professional staff base wage.

Administration recommends a professional staff base wage increase for starting teachers with no experience to \$43,000 and an increase for starting teachers with no experience and who hold a master's degree to \$48,000, effective for the 2022-23 school year.

E. Employee Wage Compensation Consideration

Discussion and possible action on a 2022-2023 employee wage increase for the following employee groups: Psychologists, Athletic Director, Food Production Coordinator, Food Services, excluding cashiers, School Nurses, Computer Technicians, PAC Director, PAC Assistant Coordinator, Network Manager, Systems Manager, Instructional Software Support, Confidential Secretaries, Custodial and Maintenance, AV Coordinator, and Office/Clerical and Aide Support Staff, excluding noon duty aides.

Administration recommends the approval of a 4.70 percent increase to the positions listed above.

F. Employee Wage Compensation Adjustments

Lincoln High School has approximately 1300 students and 165 staff. The principal's secretary is responsible overseeing activity accounts, managing graduation, and managing and collecting course fees.

Administration recommends the approval of moving the Lincoln High School principal secretary position from \$1.00 above base to \$2.00 above base effective on July 8, 2022.

The current rate for cashiers is \$12.91 per hour. The current rate for noon duty aides is \$13.91 per hour. The current rate for van drivers is \$13.66 per hour.

Administration recommends the approval of \$15.00 per hour for cashiers, noon duty aides, and van drivers.

The current sub rate for substitute van drivers is \$13.66 per hour. The current sub rate for substitute custodians is \$14.00 per hour. The current sub rate for substitute food service workers is \$13.00 per hour.

Administration recommends the approval of a substitute hourly rate of \$15.00 for substitute van drivers, substitute custodians, and substitute food service workers.

G. Common School Fund Stipend

Due to issues filling a part-time Business position, Kirsten Johnson will be taking over the Technology Integration position at WRAMS. Due to this schedule change, Kirsten will be managing the Common School Fund Budget and District-wide subscription ordering after school hours.

Administration recommends a one-time stipend for the 2022-2023 school year of \$1,500.00 for Kirsten Johnson to manage the Common School Fund and District-wide subscription ordering.

H. Co-Curricular Base Wage

The base wage used to calculate co-curricular compensation was last adjusted in 2018 to the amount of \$38,000.

Administration recommends \$43,000 as the new base-wage calculator to be used with athletic and non-athletic co-curricular pay percentage rates to calculate wages for District coaching and advisor positions beginning with the start of the 2022-23 school year, with the exception that coaches and advisors currently employed in a position prior to the 2022-23 school year shall maintain the wage received in the 2021-22 school year, so long as they maintain continuous employment in the coaching or advising position and the 2021-22 wage rate is higher than the wage calculated in the 2022-23 and thereafter.

I. Lead Teacher and Aide Position at The Bridge (Alternative Programming at WRAMS)

The lead teacher position at The Bridge will be responsible for program development and building relationships with students as a support system so that students can build academic, behavioral, and social emotional success.

The supervisory aide position will be responsible for supporting the lead teacher in The Bridge program.

Administration recommends adding a lead teacher position for The Bridge program starting in the 2022-2023 school year.

Administration recommends adding a supervisory aide position for The Bridge program starting in the 2022-2023 school year.

J. Lead Teacher Stipend at The Bridge

Since The Bridge is brand new program at WRAMS, the lead teacher will be working on program development and family communication throughout the school year.

Administration recommends approval of a one-time \$2,000.00 stipend for the lead teacher of The Bridge program for the 2022-23 school year.

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