



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

September 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. Board Policy Review
- D. Food Service Substitute Compensation
- E. Native American Liaison Compensation
- F. Musical Co-Curricular Assignment
- G. Teacher Substitute Bonus Program

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

September 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 appointment:

Hope Lory	Location:	WRAMS
	Position:	Teacher (1.0 FTE)
	Education:	Bachelor's – UW Stevens Point – May 2022
	Major/Minor:	History, Broadfield Social Science
	Salary:	\$43,000

The administration recommends approval of the following support staff appointments:

Michelle Perry	Location:	Lincoln High School
	Position:	Study Hall Aide (7.0 hrs/day)
	Effective Date:	September 1, 2022
	Hourly Rate:	\$15.67 (starting rate) / \$16.49 (after 60 days)

Rae Ann Nelson	Location:	Grove Elementary
	Position:	Cashier (1.0 hr/day)
	Effective Date:	August 29, 2022
	Hourly Rate:	\$15.00

Alan Wollschlager	Location:	Lincoln High School
	Position:	Custodian (8.0 hrs/day)
	Effective Date:	August 26, 2022
	Hourly Rate:	\$23.19 (starting rate) / \$24.41 (after six months)

Karen Reed	Location:	Mead Elementary
	Position:	Special Education Aide (7.0 hrs/day)
	Effective Date:	September 1, 2022
	Hourly Rate:	\$16.16 (starting rate) / \$17.01 (after 60 days)

Linda Nelson	Location:	Lincoln High School
	Position:	Noon Duty Aide (2.5 hrs/day)
	Effective Date:	September 1, 2022
	Hourly Rate:	\$14.25 (starting rate) / \$15.00 (after 60 days)

Samantha Lom	Location: WRAMS Position: Supervisory Aide (7.5 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.49
Dale Behrend	Location: District Position: Van Driver (20-25 hrs/wk) Effective Date: September 1, 2022 Hourly Rate: \$15.00
Emily Jardine	Location: Central Oaks Academy Position: Administrative Assistant (30 hr/wk) Effective Date: August 16, 2022 Hourly Rate: \$16.86 (starting rate) / \$17.75 (after 60 days)
Mary Tyjeski	Location: WRAMS Position: Administrative Assistant (7.5 hrs/day) Effective Date: August 15, 2022 Hourly Rate: \$16.86 (starting rate) / \$17.75 (after 60 days)
Jennifer Williams	Location: Lincoln High School Position: Kitchen Helper (5.75 hrs/day) Effective Date: August 29, 2022 Hourly Rate: \$15.72 (starting rate) / \$16.54 (after 60 days)
Connie Schmutzer	Location: Lincoln High School Position: Kitchen Helper (5.75 hrs/day) Effective Date: August 29, 2022 Hourly Rate: \$15.72 (starting rate) / \$16.54 (after 60 days)
Jeramey Zych	Location: WRAMS Position: Supervisory Aide (5.75 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$15.67 (starting rate) / \$16.49 (after 60 days)
James Tork	Location: Woodside Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$14.25 (starting rate) / \$15.00 (after 60 days)
Jamie Knetter	Location: Lincoln High School Position: Kitchen Helper (5.75 hrs/day) Effective Date: August 29, 2022 Hourly Rate: \$15.72 (starting rate) / \$16.54 (after 60 days)
Matthias Haschke	Location: Grant Elementary Position: Noon Duty Aide (2.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$14.25 (starting rate) / \$15.00 (after 60 days)
Lauren Derfus	Location: Washington Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)
Patricia Orheim	Location: Howe Elementary Position: Noon Duty Aide (2.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$14.25 (starting rate) / \$15.00 (after 60 days)

Olivia Fleck	Location: Grant Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)
Rachel Benjamin	Location: Lincoln High School Position: Special Education Aide (7.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)
Daniel Martinez	Location: Mead Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)
Keshia Hofer	Location: Mead Elementary Position: Special Education Aide (5.75 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)
Tanier Gardner	Location: Mead Elementary Position: Noon Duty Aide (2.25 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$14.25 (starting rate) / \$15.00 (after 60 days)
Abigail Whitmarsh	Location: Mead Elementary Position: Health Aide (2.50 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$15.22 (starting rate) / \$16.02 (after 60 days)
Jessica Amell	Location: WRAMS Position: Special Education Aide (7.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)
Emily Schwenn	Location: Howe Elementary Position: Behavior Interventionist (5.75 hrs/day) Effective Date: October 3, 2022 Hourly Rate: \$15.44 (starting rate) / \$16.25 (after 60 days)
Jennifer Lukaszewski	Location: Mead Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: September 1, 2022 Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)

B. Resignations

The administration recommends approval of the following support staff resignations:

Julie Saeger	Location: WRAMS Position: Administrative Assistant (7.5 hrs/day) Effective Date: August 26, 2022 Date of Hire: August 1, 2022
Peggy Sullivan	Location: Lincoln High School Position: Study Hall Aide (7.07 hrs/day) Effective Date: August 3, 2022 Date of Hire: August 5, 2017

Suellyn Slatter	Location: Lincoln High School Position: Special Education Aide (7.0 hrs/day) Effective Date: September 2, 2022 Date of Hire: September 3, 2019
Abigail Krug	Location: Lincoln High School Position: Kitchen Helper (5.75 hrs/day) Effective Date: August 15, 2022 Date of Hire: September 1, 2020
Dawn Sylvester	Location: Washington Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: August 26, 2022 Date of Hire: November 12, 2018
Christina Haka	Location: Mead Elementary Position: Special Education Aide (7.0 hrs/day) Effective Date: August 15, 2022 Date of Hire: September 4, 2018
Melissa Froehle	Location: District Position: Frontline Coordinator/Administrative Assistant to HR (7.0 hrs/day) Effective Date: September 13, 2022 Date of Hire: February 23, 2022

C. Board Policy Review

Board Policy 451 - Student Insurance Program, Second Reading

This policy was reviewed and approved for first reading at the regular Business Services Committee meeting in August 2022. The administration recommends approval of the deletion Board Policy 451 - Student Insurance Program for second reading. (*Attachment A*)

Board Policy 780 - Insurance Management, Second Reading

This policy was reviewed and approved for first reading at the regular Business Services Committee meeting in August 2022. The administration recommends approval of Board Policy 780 - Insurance Management for second reading. (*Attachment B*)

Board Policy 821.3 - Staff Listing, Second Reading

This policy was reviewed and approved for first reading at the regular Personnel Services Committee meeting in August 2022. The administration recommends approval of the deletion Board Policy 821.3 - Staff Listing for second reading. (*Attachment C*)

D. Food Service Substitute Compensation

Subbing in the roles of second cook/ala carte cook/baker and kitchen manager require more responsibility than other Food Service substitute positions.

Administration recommends the substitute rate for second cook/ala carte cook/baker of \$15.50/hour and the substitute rate for kitchen manager of \$16.00/hour effective September 1, 2022.

E. Native American Liaison Compensation

The Native American liaison pay rate was not adjusted with the other groups in August due to the need to evaluate the Title VI budget. The Native American liaison is currently paid \$14.00/hour.

Administration recommends changing the Native American liaison hourly rate to \$15.00/hour effective September 1, 2022.

F. Musical Co-Curricular Assignment

Currently there is not a specific co-curricular assignment for the LHS Musicals. The role has been covered by the drama assignment.

Administration recommends adding a 5 % musical director co-curricular assignment and a 3 % musical assistant director co-curricular assignment.

G. Teacher Substitute Bonus Program

Discussion and possible action on substitute teacher incentives.

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

451 STUDENT INSURANCE PROGRAM

A group plan of student accident insurance shall be made available on a voluntary basis to every district student from early childhood through grade 12, the cost of which shall be borne by the student. The specific plan, which will provide for the insurance agent's assuming all administrative processes, shall be approved by the Board.

Accident insurance is required for all students who participate in secondary school athletic programs. Catastrophe insurance for students engaged in athletics is provided as a supplement

LEGAL REF.: Sections 120.13(2) Wisconsin Statutes
120.44

APPROVED: November 11, 1974

REVISED: August 13, 2001

DELETED

780 INSURANCE MANAGEMENT

The insurance coverage of the school district should provide the broadest, most complete coverage available, to be secured at the most economical cost to the District consistent with sound insurance principles.

Liability Insurance

The Board shall carry a general liability policy to cover all school premises, activities and operation under control of the Board. This shall include teacher liability. The Board shall purchase, with District funds, the type and amount of insurance necessary to protect itself as a corporate body, its individual members, its appointed officers and its employees from financial loss arising out of any claim, demand, suit or judgment by reasons of alleged negligence or other act resulting in accidental injury to any person or in property damage within or without the school buildings while the above-named insured are acting in the discharge of their duties within the scope of their employment and/or under the direction of the Board.

LEGAL REF.: Sections 66.18 Wisconsin Statutes
118.10
120.10(7)
120.12(6)
120.12(24)
120.13(2)
120.44
121.53(1)
Chapter 102

CROSS REF.: ~~451, Student Insurance Program~~
722.1, Accident Reporting
~~WREA Agreement~~
~~AFL-CIO Local 1075 Agreement (Lunch, Custodians and Maintenance)~~
~~AFL-CIO Local 95 Agreement (Office and Professional Employees)~~
~~Substitute Teachers' Agreement~~

APPROVED: November 11, 1974

REVISED: June 17, 2002
TBD

821.3 STAFF LISTING

The School District will annually prepare a staff listing of school district employees.

The staff listing is located on the School District's web page and includes name, location, and assignment. A complete listing of staff with home addresses and phone numbers is compiled and maintained within the District's GroupWise system for staff use.

Staff information available on the web page may be printed for the public upon request, for the cost of copying. The GroupWise Staff Listing may not be distributed to other persons or organizations without the permission of the office of the superintendent.

Requests for this information will be honored in accordance with the public records laws.

LEGAL REF.: Chapter 19, subchap. II, IV Wisconsin Statutes

CROSS REF.: 823, Access to Public Records

APPROVED: November 11, 1974

REVISED: July 13, 1981
June 17, 2002
TBD