



Wisconsin Rapids Board of Education
Personnel Services Committee

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

AGENDA

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

February 6, 2023

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. Retirements
- D. Building & Grounds Positions
- E. IEP Assessment Specialist
- F. Nurse Grant

IV. Updates and Reports

- A. Status of District Substitutes

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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BACKGROUND

Sandra Hett, Chair
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Troy Bier
John Krings, President

February 6, 2023

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 support staff appointments:

Dawn Koch Location: Grove Elementary
Position: Noon Duty Aide (2.0 hrs/day)
Effective Date: January 23, 2023
Hourly Rate: \$14.25 (starting rate) / \$15.00 (after 60 days)

Jodi Miner Location: Howe Elementary
Position: Noon Duty Aide (2.0 hrs/day)
Effective Date: January 23, 2023
Hourly Rate: \$14.25 (starting rate) / \$15.00 (after 60 days)

Kristin Weidman Location: WRAMS
Position: Special Education Aide (7.0 hrs/day)
Effective Date: February 13, 2023
Hourly Rate: \$16.16 (starting rate) / \$17.01 (after 60 days)

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

Ashley Larsen Location: District Office
Position: Payroll Specialist (8.0 hrs/day)
Effective Date: March 1, 2023
Hourly Rate: \$26.70/hour (based on \$28.11/hour wage rate to be adjusted as follows: 95% for year one; 97% for year two, effective March 1, 2024; 100% for year three, effective March 1, 2025)

- B. Resignations

The administration recommends approval of the following support staff resignations:

Jessica Amell Location: WRAMS
Position: Special Education Aide (7.0 hrs/day)
Effective Date: January 16, 2023
Date of Hire: September 1, 2022

Lori Hogue	Location:	THINK
	Position:	Instructional Aide/Noon Duty Aide (4.0 hrs/day, 2.0 hrs/day)
	Effective Date:	February 10, 2023
	Date of Hire:	September 1, 2021
Mandi Chariton	Location:	Grove Elementary
	Position:	Noon Duty Aide (2.0 hrs/day)
	Effective Date:	January 31, 2023
	Date of Hire:	September 1, 2022

C. Retirements

The administration recommends approval of the following professional staff retirement:

Karen Medo	Location:	Woodside Elementary
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 5, 2023
	Date of Hire:	August 24, 1988

The administration recommends approval of the following support staff retirement:

Doris Laskowski	Location:	Lincoln High School
	Position:	First Cook (8.0 hrs/day)
	Effective Date:	February 6, 2023
	Date of Hire:	November 30, 1998

D. Building & Grounds Positions

Due to new construction additional custodial positions at LHS and THINK are needed. As discussed at the November 2022 Personnel Services Committee meeting, the District is able to shift approximately 4.0 FTE from the District's General Fund 10 to Fund 80 and Fund 50 due to community use of the District facilities. Approximately 2.0 FTE will move to Fund 80 and approximately 2.0 FTE will move to Fund 50.

Administration recommends the addition of an 8 hour, year-round, custodial position at Lincoln High School and a 4 hour, year-round, cleaner position at THINK Academy.

E. IEP Assessment Specialist

Due to high caseloads and difficulty finding coverage for classrooms there is a need for additional support with IEP assessments. The IEP Assessment Specialist will work with appropriate staff to complete required evaluations in a timely manner. This person filling this position must have experience administering a variety of standardized academic and behavioral assessments as well as an understanding of current IEP compliance standards. This will be an as needed position which will average around 4 hours per week and will be paid using funds from the IDEA flow-through budget.

Administration recommends the approval of an IEP Assessment Specialist at the rate of \$25.00 per hour.

F. Nurse Grant

In the Spring of 2021 as part of the American Rescue Plan, state public health departments received money from the Centers for Disease Control and Prevention (CDC) to "expand, train, and sustain a response-ready public health workforce." The CDC stated that it "expected at least 25% of the money would support school-based health programs including school nurses or other school-based health services personnel." The Department of Health Services (DHS) School Health Workforce Development Grant is intended to provide funds for "hiring school-based nurses, converting current nurses from part-time to full-time work, increasing hours, increasing nursing salaries or otherwise supporting retention efforts."

The fiscal agents for these funds are the twelve Cooperative Educational Service Areas (CESA). The funds are available to every local public school, tribal school, and non-public school in Wisconsin to support school health services. School districts will spend the money and then submit a form to their CESA to get reimbursed via this grant.

Every school district was eligible to receive funds as long as they opted in. The amount each school district received was based on social vulnerabilities, current school nurse FTEs, number of students, number of students with disabilities, geographic location (USDA rural rating), among other factors.

There are two primary "strategies" for the money. Strategy 1 is for recruitment and retention of school health staff to include school nurses, aides, and other school health support staff. Strategy 2 is for wellness, training, and memberships. The allocation amount for WRPS is \$36,827.41

WRPS employs five school nurses (4.6 FTEs) and seven staff members who serve as health aides. Steve Hepp, Director of Pupil Services, went over the final plan with the school nurses and the plan for spending these funds is located on Attachment A. The amount is an approximate cost and could change based on need. The funds can only be used for expenses between July 1, 2022 - May 31, 2023 and do not carry over.

Administration recommends accepting the Department of Health Services (DHS) School Health Workforce Development Grant and approval of the expenditures from the Department of Health Services (DHS) School Health Workforce Development Grant as shown. (*Attachment A*)

IV. Updates and Reports

A. Status of District Substitutes

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

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

**WRPS Allocated Amount
\$36,827.41**

Position	Item	Amount
Nurse	Raise from 21-22 school year to 22-23 school year.	\$12,690.48
Health Aides	Raise from 21-22 school year to 22-23 school year.	\$1,744.46
Nurse	PD / Conferences / Education	\$2,300.00
Nurse	Retention Bonus (\$2,000/Nurse)	\$11,445.00
Nurse	Professional Membership	\$800.00
Health Aides	Increase in hours to cover Nurse absences	\$7,251.67
Total (Approximate)		\$36,231.61

Month	Fill Rate 2020-2021	Fill Rate 2021-22	Fill Rate 2022-23	Number of Absences 2020-2021	Number of Absences 2021-22	Number of Absences 2022-23
September	78%	72%	75%	567	1038	784
October	72%	73%	76%	1015	1399	1127
November	68%	76%	77%	1261	1269	1160
December	83%	74%	77%	813	1167	972
January	81%	74%	77%	793	1848	1074

# of Sub Teachers 2020-2021	# of Sub Teachers 2021-2022	# of Sub Teachers 2022-2023
69	73	60

# of Sub Other 2020-2021	# of Sub Other 2021-2022	# of Sub Other 2022-2023
67	54	20