



MINUTES

Wisconsin Rapids Board of Education
Personnel Services Committee

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

Sandra Hett, Chair
Anne Lee
Mary Rayome
John Krings, President

June 5, 2017

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
Conference Room C

Time: 6:00 p.m.

Committee Members Present: Sandra Hett, Anne Lee, and Mary Rayome

Others Present: Colleen Dickmann, Ryan Christianson, Steve Smith, and John Frizzell

I. Call to Order

Sandra Hett called the meeting to order at 6:00 p.m.

II. Public Comment

There was no public comment.

III. Actionable Items

A. Appointments

PS – 1 Motion by Mary Rayome, seconded by Anne Lee to recommend approval of the following 2017 summer technology support appointments:

Nue Thao Location: District
Position: Summer Technology Support

Sam Milkey Location: District
Position: Summer Technology Support

Motion carried unanimously.

PS – 2 Motion by Anne Lee, seconded by Mary Rayome to recommend approval of the following support staff appointments:

Andre Shaurette Location: District
Position: Maintenance

Sandra Ashbeck Location: THINK Academy
Position: Noon Aide

Motion carried unanimously.

B. Resignations

PS – 3 Motion by Mary Rayome, seconded by Anne Lee to recommend approval of the following support staff resignations:

Lynda Broschardt Location: Mead Elementary Charter School
Position: Noon-aide

Ker Thao	Location:	Howe Elementary School
	Position:	Special Education Aide & Noon Aide
Ge Thao	Location:	East Junior High School/Lincoln High School
	Position:	Instructional Aide – Bilingual
Tammy Mientke	Location:	Lincoln High School
	Position:	Study Hall Aide
Christine Noie	Location:	Grant Elementary School
	Position:	Noon Aide
Cheryl Schultz	Location:	Grant Elementary School
	Position:	Noon Aide

Motion carried unanimously.

C. Retirement

PS – 4 Motion by Anne Lee, seconded by Mary Rayome to recommend approval of the following support staff early retirement:

Linda Bulloch	Location:	WRAMS
	Position:	Supervisory Aide

Motion carried unanimously.

D. Employee Wage and Benefit Compensation Considerations

PS – 5 Motion by Anne Lee, seconded by Mary Rayome to recommend approval of a benefit adjustment for school psychologists to take effect on July 1, 2017, to change the Early Retirement Health Insurance section of psychologists' Employee Benefit document as discussed in committee, including to provide psychologists the same early retirement health insurance as offered to teachers.

Motion carried unanimously.

PS – 6 Motion by Mary Rayome, seconded by Anne Lee to recommend approval of a 2016-17 wage increase of 0.12% for confidential secretaries retroactive to July 1, 2016.

The Committee also discussed a 2017-18 wage increase and potential benefit adjustments for confidential employees, but the Committee elected to take no action on the confidential employees' 2017-18 wage and benefit compensation pending further discussion and consideration at a future meeting.

Motion carried unanimously.

PS – 7 Motion by Mary Rayome, seconded by Anne Lee to recommend approval of a one-time wage payment for the fiscal year 2016-17 to office/clerical and aide support staff employed with the District on June 1, 2017, to be calculated at 0.12% of each individual employee's wage rate, multiplied by the employee's total annual assigned position hours and rounded to the nearest dollar, and paid out as a flat, even dollar.

Motion carried unanimously.

E. Supplemental Pay for Professional Staff Employees

The Committee discussed supplemental pay considerations for professional staff employees. Discussions included the potential use of supplemental pay offerings when needing to hire new teachers or retain currently employed teachers in hard-to-fill positions. Dr. Christianson also updated the Committee on recent requests he has received from currently employed professional staff who have asked for an individual supplemental pay increase. No action was taken by the Committee.

IV. Updates and Reports

A. Athletic Co-Curricular Pay

Dr. Christianson and Mr. Frizzell, Athletic Director, presented information to the Committee regarding their review of current pay percentage rates for athletic co-curricular coaching positions in the District. Recommendations for pay percentage rate adjustments to athletic co-curricular coaching positions were shared with the Committee, to be implemented beginning with the 2017-18 school year. Discussion also included a potential increase to the base-wage calculator used with the pay percentage rates to calculate wages for District coaching positions. Dr. Christianson explained that the current base-wage calculator of \$35,400 for co-curricular coaching positions has been in place since the 2010-11 school year, and he introduced the recommendation of increasing the base-wage calculator to the amount of \$37,500. Dr. Christianson indicated the recommendations for potential adjustments would be brought back to the Committee for further consideration and possible action at a future meeting.

B. Employment of Non-Exempt Staff for After-School Events and Co-Curricular Assignments

Dr. Christianson provided the Committee an update on the administration's intent to no longer employ non-exempt staff in District co-curricular coaching and advisor positions due to overtime requirements associated with recent revisions to the Fair Labor Standards Act. The Committee was also provided an update on the administration's intent to more closely monitor and limit the use of non-exempt staff as event workers for after-school events as a means of limiting the occurrence of overtime with non-exempt staff.

V. Consent Agenda

Motions:

- PS – 1 2017 Summer Technology Support Appointments
- PS – 2 Support Staff Appointments
- PS – 3 Support Staff Resignations
- PS – 4 Support Staff Early Retirement
- PS – 5 School Psychologist Benefit Adjustment
- PS – 6 Confidential Secretary Wage Increase
- PS – 7 Office/Clerical and Aide Support Staff One-Time Wage Payment

VI. Adjournment

Ms. Hett adjourned the meeting at 7:20 p.m.