



Wisconsin Rapids Board of Education

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

MINUTES

John A. Krings, President
John Benbow, Jr.
Larry Davis
Sandra K. Hett
Anne Lee
Katie Medina
Mary E. Rayome

September 10, 2018

REGULAR BOARD OF EDUCATION MEETING

LOCATION: Thomas A. Lenk Educational Center, 510 Peach Street, Wisc. Rapids, WI 54494
Conf. Rm. A/B

TIME: 6:00 p.m.

BOARD MEMBERS PRESENT: John Krings, Sandra Hett, Mary Rayome, John Benbow, Anne Lee, Larry Davis, Katie Medina

ADMINISTRATION PRESENT: Craig Broeren, Daniel Weigand, Kathi Stebbins-Hintz, Brian Oswald, Ed Allison, Elizabeth Severson

MEDIA PRESENT: Jesse Austin – River Cities Community Access

President John Krings called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Roll Call

Student Representative’s Report

Desiree Alu was absent from the meeting, but submitted the following report through Superintendent Broeren:

- The Link Crew program is new to Lincoln this year, and it has helped to create a welcoming environment for the incoming freshmen and sophomore classes; transitional activities will continue and the group will be meeting throughout the school year.
- Homecoming is coming up with the annual dance scheduled for September 29. A second annual bonfire will kick off the week’s events on September 23, with a corn hole tournament and class banner contest planned.
- DECA held its first meeting of the year during Raider Pride Time, and over 200 students were in attendance. Raider card sales have begun.
- Fall sports activities are in full swing, with home games happening nearly every day. Girls volleyball took third place recently at a tournament held in Appleton.

Approval of Minutes

Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of August 13, 2018, and special closed session meeting minutes of August 13, 2018. Motion carried unanimously.

Comments from Citizens and Delegations

Candace Blakeslee, former South Wood County Youth Hockey Association (SWCYHA) President, was present with representatives from SWCYHA to speak on their behalf to request Board support in paying for hockey coaches’ salaries, rather than having SWCYHA be responsible for this expense. Ms. Blakeslee spoke about the close relationship that has existed between WRPS, SWCYHA and the SWC Rec Center Board. Over the years hockey families have donated thousands of hours of volunteer time to help maintain the Rec Center building in order to help keep ice costs down. The Rec Center hosts football locker rooms, bathrooms for football games and track meets, LHS Phy Ed classes, elementary school field trips, and in the past events like “Ag Day.” The cost savings to the District for utilizing the building without having to build or maintain it for the past 25 years is significant. The District has been helpful to SWYCHA and the Rec

Center by allowing flyers to be distributed to elementary schools; installing WIFI infrastructure to the Rec Center; cleaning bathrooms after LHS football games; and maintaining the facility grounds. Families open enroll their children from area districts so they can play hockey for LHS, which generates revenue for the District. Hockey families are required to volunteer 30 hours per year, with many players helping to put in those hours, and they fund raise on top of that. They don't fund raise to pay for luxuries like bus upgrades or pizza after the games; they fund raise to pay for their coaches' salaries, ice time, busing, uniforms, referees, etc. They also staff their own games, ticket sales, supervisory staff, score keeper, time clock, and announcer. Ms. Blakeslee expressed pride from the players and their families to represent Lincoln. This year hockey families find themselves in a position in which they are asking for some financial relief. In reviewing the WIAA hockey budget, coaches' salaries made the most sense to ask for assistance in because the District hires, manages, sets their wages. The request is not for the entire LHS hockey budget to be covered, just coaching salaries. SWYCHA is also not asking for it to be a permanent arrangement, though that would be ideal; but something that could be revised annually with the contract. Learn to play hockey numbers are on the rise, and SWYCHA will work to continue to build the numbers. They'll continue to fund raise, maintain the Rec Center for everyone to use, and be good stewards. Ms. Blakeslee concluded by stating that regardless of the Board's decision, they will continue to be proud to be LHS Red Raiders.

Committee Reports

A. Business Services Committee – September 4, 2018. Report given by Katie Medina.

Ms. Medina reviewed the following consent agenda items brought before the Board through the Business Services Committee, and asked if there were any motions to be held.

- BS-1 Approval of proposed revisions to Board Policy 760 Rule – Food Services Management Guidelines for first reading.
- BS-2 Approval of the 66.03.01 cooperative agreements for students attending the Virtual program from the Eau Claire School District as listed.

Motion by Katie Medina, seconded by Larry Davis to approve consent agenda items BS 1-2. Motion carried unanimously.

Ms. Medina provided updates and reports on:

- Purchases of Chromebooks for Lincoln High School.

Motion by Katie Medina, seconded by Larry Davis to approve the balance of the Business Services Committee report and minutes of the regular September 4, 2018 Business Services Committee meeting. Motion carried unanimously.

B. Personnel Services Committee – September 4, 2018. Report given by Sandra Hett.

Ms. Hett reviewed the following consent agenda items brought before the Board through the Personnel Services Committee, and asked if there were any motions to be held.

- PS-1 Approval of the professional staff appointments of Amy Korslin (Teacher – Grant), Elizabeth Jeanquart (Teacher – Howe), Sunshine Broeren (Occupational Therapist – District), and Tongton Zhang (Teacher – Lincoln).
- PS-2 Approval of the support staff appointments of Rhonda Zink (Study Hall Aide – Lincoln), Barbara Enright (Club Mead Teaching Assistant – Mead), Debra Symon (Club Mead Teaching Assistant – Mead), Theresa Michalsen (Special Ed Aide – Woodside), Jenelle Carter (Noon Duty Aide – Grant), Valerie Cronce (Special Ed Aide – Woodside), Rochelle Strege (Noon Duty Aide – Mead), Caryn Van Pietersom (Noon Duty Aide – Mead), San Juanita Rodriguez (ELL Aide – Lincoln/WRAMS), Elizabeth Tushkowski (Relief Custodian – District), Casey Mitchell (Library/Noon Duty Aide – THINK), Deena Reimer (Instructional Aide – Woodside), and Samantha Radtke (Instructional Aide – Woodside). *Ms. Hett noted that Debra Symon declined the employment offer made to her, and as a result will not be included in the Board's motion to approve consent agenda item PS-2.*
- PS-3 Approval of the support staff resignations of Crystal Glodoski (Special Ed Aide – Grove), Yvonne Bujanowski (Library/Noon Duty Aide – THINK), Lillian Murphy (ELL Aide – Lincoln), Kerry Fox (Noon Duty Aide – Woodside), and Kameo Fehrenbach (Native American Liaison – District).

- PS-4 Approval to deny the request to have the District begin paying for LHS hockey coaching positions.
- PS-5 Approval of the proposed holiday pay language changes in the Food Services Employee Handbook, and to move the “cashier” employee group from the Office/Clerical and Aide Support Employee Handbook to the Food Service Employee Handbook, effective July 1, 2018.

Mr. Benbow requested that consent agenda item PS-4 be held out.

Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1, 2, 3 and 5. Motion carried unanimously.

With regard to consent agenda item PS-4, the Board discussed the request to have the District begin paying for LHS hockey coaching positions. The history of the hockey program’s existence was considered, and reasons for the District not paying for expenses tied to the program throughout the years in light of fiscal and budgetary constraints. Board members lamented the fact that certain programs have undergone cuts such as band lessons, keyboarding, and tutoring services. Ms. Rayome made mention of the fact that with technology and curriculum referendum funds nearly depleted, this will be an area in need of attention in the near future which will impact the budget. Due to high class sizes in certain grades and buildings for 2018-19, Ms. Hett and Ms. Rayome believe that a better use of the funding requested for coaching would be to support additional staffing in overcrowded classrooms. Ms. Hett further stated that a new agreement was signed with SWCYHA in recent months, and no issues or recommendations about coaching expenses was brought to the Board at that time.

Other Board members expressed appreciation from prior Boards of Education as they tried to look ahead and protect the District from the potential expenses tied to adding programs such as hockey; however, when the District is funding all other athletic and club coaching costs, concerns about equity come into play. Additional concerns about the expense to students participating in co-curricular activities were raised as some families may find it cost-prohibitive for their child(ren) to participate. Mr. Benbow stated that WIAA recordkeeping rules and guidelines should also be considered, given the manner in which finance-related items are currently handled.

Ms. Hett stated that the Board has supported the hockey group through allowing the sale of alcohol at the SWC facility, and believes that the SWCYHA group should make another attempt to obtain a portion of the Wisconsin Rapids City room tax that gets collected since events hosted at the SWC facility draws commerce to the community. Brady Wilkens, Vice President of SWCYHA and who serves on the Rec Center Board, was present at the meeting and commented that SWCYHA does not receive proceeds from the sale of alcohol at the Rec Center facility, and wouldn’t receive any of the room tax collection since this would go directly to the Rec Center as the building owner. Ms. Medina expressed feeling torn between the equity issue, the importance of co-curricular activities in the lives of students, and the potential overcrowding in elementary classrooms.

Superintendent Broeren stated that the timelines associated with approval of the SWCYHA agreement being renewed and the additional request for Board consideration of the hockey coaching pay have to do with guidance that he provided to the SWCYHA group in terms of taking care of the renewal issue first, and then bringing the coaching pay topic forward at this later date. Mr. Broeren went on to explain his belief that conflating the coaching arrangement with hockey and elementary level staffing issues shouldn’t be done since the two are distinctly separate topics. While staffing levels may not be totally appropriate at certain 4th and 5th grade buildings, these staffing concerns were not an issue six weeks ago and because the numbers change frequently leading into the school year, the Administration makes the best attempts it can to be as proactive as possible. Furthermore, staffing has been added at various levels across the District as student numbers continue to be monitored. Not paying \$11,000-\$15,000 toward a hockey coaching contract would not necessarily translate to diverting those dollars toward hiring a teacher since hiring staff has to do with the pool of candidates, hiring timeframes, classroom organization, etc. A number of factors are also taken into consideration when it comes to adequately staffing classrooms, and it may not involve hiring a single 1.0 FTE teacher, but rather be more like hiring three. Staffing levels will undergo review in order to remedy situations long-term in a reasonable capacity, rather than in a completely reactive capacity.

Should budgetary reductions become necessary in the future to support appropriate staffing levels in classrooms, then it can be addressed through a district-wide review of program offerings in order to make necessary modifications and adjustments. Mr. Broeren does not anticipate a problem with the 2018-19 fiscal year in this regard, and is confident that the 2019-20 fiscal year will be similar. Beyond that, any district-wide budgetary reductions that might be needed

in the future would come from areas that have no impact on academics in the educational environment and would instead come from other programs first, such as hockey and similar athletic/co-curricular offerings.

Mr. Davis called the question.

The motion on the table from the September 4, 2018 Personnel Services Committee meeting is as follows:

PS-4 Approval to deny the request to have the District begin paying for LHS hockey coaching positions.

On a roll call vote of 2-5, the motion failed. Anne Lee, John Krings, Larry Davis, Katie Medina, and John Benbow voted no.

Motion by John Benbow, seconded by Larry Davis to approve for the District to begin paying for LHS hockey coaching positions effective with the 2018-19 school year. Motion carried on a voice vote of 5-2. Sandra Hett and Mary Rayome voted no.

Motion by Sandra Hett, seconded by Anne Lee to approve regular Personnel Services Committee meeting minutes of September 4, 2018. Motion carried unanimously.

C. Educational Services Committee – September 4, 2018. Report given by Anne Lee.

Ms. Lee explained that there were no consent agenda items to be brought before the Board for approval. Ms. Lee provided updates and reports on:

- The Committee reviewed an updated listing of co-curricular clubs and activities that students in the District are invited to participate in. The purpose of the list is to keep the Board of Education informed, and to honor the suggestion of the District's insurance consultant to provide an update on an annual basis. Co-curricular activities are often added to the list during the year to meet the demands and interests of the student body. John Krings asked that Ice Fishing also be added for Lincoln High School.
- Kathi Stebbins-Hintz, Director of Curriculum and Instruction, presented a slide show reviewing the professional development activities available to staff during the 2017-18 school year. All opportunities were designed to meet the goals of the 2017-18 Professional Development and Strategic Plans.
- Ms. Stebbins-Hintz explained that training in Trauma Sensitive Schools is required for all full-time staff because the District received phase I of the School Safety Grant. Administration decided all staff will receive a minimum of three hours of training in Trauma Sensitive Schools during the 2018-19 school year.

Craig Broeren, Superintendent, shared that the application for phase II of the School Safety Grant has been submitted. If the District receives phase II of the DOJ's school safety grant, additional training will be required including Wisconsin DOJ Threat Assessment Team training for the District's School Safety Intervention Team (SSIT), as well as sending 10 percent of our full time teachers and counselors to a DOJ-approved 12-hour Adolescent Mental Health Training program. The District is currently working with the Office of School Safety to make WRPS a training site for both of these requirements.

Ms. Stebbins-Hintz invited Committee members to attend one of the three hour Trauma Sensitive School trainings, as well as join us for any or all of our professional day on October 1 which is devoted to behavior and mental health.

Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the September 4, 2018, Educational Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

Mr. Benbow suggested that the Board consider holding a legislative workshop to develop a focused approach to topics and issues of District importance that could be shared with Legislators. Considering the possibility of holding another Board Consortium with other local school districts might also be helpful, perhaps after November, 2018. Mr. Broeren

offered to reach out to other school districts to gauge their level of interest. In the meantime, Mr. Broeren suggested placing the topic on an upcoming Educational Services agenda for discussion, and he will provide some background material on legislative items undergoing consideration by the School Administrators Alliance and Wisconsin Association of School Boards. The Board expressed interest in proceeding with this approach.

Legislative Agenda

Mr. Benbow shared the following information:

- Governor Walker recently outlined his plans to expand the state's Youth Apprenticeship (YA) program. Established in 1991, Wisconsin's Youth Apprenticeship program is one of the oldest such programs in the nation and is designed for high school students who want hands-on learning in an occupational area at a worksite along with classroom instruction. The governor's proposal would open the program to students in all high school grades as well as to students in seventh and eighth grades. Board members commented on the expansion into 7th and 8th grade levels as potentially being counterproductive as it may push students down a narrow career path, and starts at too early of an age when many students may not be ready or able to fully comprehend the advantages or disadvantages of the opportunity.
- Governor Walker recently announced that \$1.5 million in Technology for Educational Achievement (TEACH) grant awards have been awarded to help 196 rural school districts and 172 rural public libraries to strengthen the information technology knowledge and capacity to educators.
- Schools that were impacted by flooding are using flexibility provided by a 2013 state law change that eliminated the 180 days of instruction mandate.

Bills

Motion by Mary Rayome, seconded by Larry Davis to note August, 2018 receipts in the amount of \$11,623,832.08 and approve August, 2018 disbursements from 2017-18 books in the amount of \$205,336.94, and August, 2018 disbursements from 2018-19 books in the amount of \$6,868,908.41. Motion carried unanimously on a roll call vote.

New Business

Employee Appointment, Resignation, and Retirement Requests

None.

Resolution Authorizing Temporary Borrowing

Mr. Weigand explained that the proposal for short-term borrowing in an amount not to exceed \$5,000,000 is similar to what has been done previously for cash flow purposes to meet payroll and accounts payable expenses when there is a lag in State aid receipts. The amount being requested for this year is less than the 2017-18 amount. It is anticipated that interest earned, which Mr. Weigand stated is nearly double the amount over last year, equals more than what will be paid out in interest expense.

Motion by Larry Davis, seconded by John Benbow to approve of a Resolution authorizing temporary borrowing in an amount not to exceed \$5,000,000; issuance of tax and revenue anticipation promissory notes; and participation in the PMA Levy and Anticipation Notes Program. Motion carried unanimously on a roll call vote.

Update on the Status of On-going and Completed District Facility Projects

Ed Allison, Director of Buildings and Grounds, updated the Board on the status of district-wide projects to date. The following information was shared:

Phase 1 – Lincoln High School

1. Interior Lighting Replacement
 - a. Replace all fixtures with new LED fixtures or TLED bulbs
 - b. 3,334 fixtures reduced to 1,370
 - c. Estimated annual savings = \$45,775
 - d. Dimmers added to all classrooms with switching scheme to match projector locations
 - e. Lighting upgraded to 5,000k color temp

2. Exterior Lighting Replacement
 - a. Installed all new light poles and bases
 - b. Four additional poles for added security lighting
 - c. All new underground wiring and 200 amp panel/service
 - d. Three additional circuits added for future tennis court lighting
 - e. Underground conduit installed for two additional security cameras for south parking lot
3. Solar Array Installed for New Addition
 - a. Estimated annual savings = \$7,729 (have saved approximately \$8,000 to date)
 - b. Involves a \$55,685 rebate
4. Liquid Pool Cover Installed
 - a. Estimated annual savings = \$2,936 (this is likely to double in chemicals and energy use savings)
 - b. Ultrasonic UV system helps decrease chemical usage – keeps water from evaporating when static
5. Building Envelope Improvements
 - a. Replace all control joints, seals, and insulation at exterior walls
 - i. Extended life of existing masonry
 - ii. Estimated annual savings \$6,325
 - iii. Improved cosmetics
 - b. Replace failing pre-cast at PAC and seal coat entire area
 - i. Extended life of precast panels
 - ii. Improved cosmetics
 - c. Replace second level windows
 - i. Fix water infiltration issues and improved window to roof flashing design
 - ii. Estimated annual and maintenance savings \$6,560
6. Mechanical Improvements
 - a. Replace 8 air handling units, cooling tower, 144 dual duct boxes, 10 exhaust fans
 - b. Convert steam system to hot water
 - c. Energy recovery systems added to new units
 - d. Control upgrade from pneumatic to DDC
 - e. Estimated annual savings = \$52,320
 - f. Estimated future cost avoidance = \$303,447
 - g. Improved building control and comfort
 - h. New ceilings replaced in all commons and corridors on first floor
 - i. Classroom 104 converted to new office space and conference room

Phase 2 – District Wide Energy Upgrades (Lighting and Water)

1. Howe Elementary School Lighting and Water Replacement
 - a. Replace all fixtures with new LED fixtures or TLED bulbs throughout the building
 - b. Fixture reduction from 645 to 476
 - c. Dimmers added to all classrooms
 - d. Light temperature upgraded to 5k
 - e. Two flush valves and 22 sinks upgraded
 - f. Estimated annual savings = \$15,738
 - g. Existing tile/plaster ceilings in corridors replaced with new lay-in acoustical ceilings
2. WRAMS Lighting and Water Replacement
 - a. New LED lights or TLED bulbs installed throughout the building
 - b. Fixture reduction from 1,941 to 1,280
 - c. Dimmers added to all classrooms
 - d. Light temperature upgraded to 5k
 - e. Forty-six flush valves and 29 sinks upgraded
 - f. Estimated annual savings = \$46,813
 - g. Remaining old tile ceilings replaced with new lay-in acoustical ceilings
3. Grant Elementary School
 - a. New LED lights or TLED bulbs installed throughout the building
 - b. Fixture reduction from 530 to 429
 - c. Dimmers added to all classrooms
 - d. Light temperature upgraded to 5k
 - e. Deteriorating ceilings in 8 classrooms, 2 bathrooms and the kitchen replaced with new lay-in acoustical ceilings
 - f. Sprayfoam insulation added to steel decking above new ceilings in kitchen, bathrooms, and 5 classrooms
 - g. Estimated annual savings = \$13,329
4. THINK Academy
 - a. New LED lights or TLED bulbs installed throughout the building
 - b. Fixture reduction from 548 to 332
 - c. Dimmers added to all classrooms
 - d. Acoustical ceilings replaced throughout the building with new
 - e. Twenty sinks upgraded
 - f. Estimated annual savings = \$13,759

Phase 3 – Grove and THINK

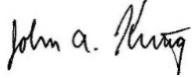
1. Grove CO Sensor Install
 - a. 12 CO sensor installation throughout building for improved safety
2. THINK Academy CO Sensor Install
 - a. 16 CO sensor installation throughout building for improved safety

Mr. Allison concluded by providing an update on miscellaneous 2018 summer projects that were also undertaken at Lincoln, THINK Academy, and the Wisc. Rapids Area Middle School which included parking lot changes and upgrades, classroom upgrades/conversions, gas solenoid repairs, ceiling replacements and ventilation reconfigurations in science rooms, hail damage roof repairs, carpet replacement and classroom painting, cabinet and countertop installations, kitchen serving area remodel at the middle school, and significant movement of classrooms, materials, and equipment due to the 9-12 and 6-8 grade level restructuring. Mr. Broeren and the Board expressed deep appreciation for the efforts of buildings and grounds employees for their high quality efforts over the summer.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:17 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk