



**WISCONSIN RAPIDS
PUBLIC SCHOOLS**

BOARD OF EDUCATION MEETING MINUTES

John A. Krings, President
John Benbow, Jr.
Troy Bier
Larry Davis
Sandra K. Hett
Katie Medina
Julie Timm

September 12, 2022

REGULAR BOARD OF EDUCATION MEETING

LOCATION: District Board Office, 510 Peach Street, Wisc. Rapids, WI 54494
Conf Rm A/B

TIME: 6:00 p.m.

BOARD MEMBERS PRESENT: Troy Bier, John Benbow, Sandra Hett, John Krings, Katie Medina, Julie Timm

BOARD MEMBERS EXCUSED: Larry Davis

ADMINISTRATION PRESENT: Phil Bickelhaupt, Craig Broeren, Roxanne Filtz, Steve Hepp, Aaron Nelson, Brian Oswald, Ronald Rasmussen

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

Pledge of Allegiance

Roll Call

Public Comment

Anita Jacisin – spoke on the topic of the Board’s dress code, expressing embarrassment over what she believes was sloppy and offensive attire worn by a Board member during a meeting where retiring teachers were honored for their service. She felt this showed a lack of respect and supports having a dress code implemented for the Board along with more respect ultimately role modeled and cultivated by Board members, regardless of belief or politics.

Lynn Derrie – spoke on the topic of the Board’s dress code which she feels includes appropriate conduct which is to be emulated in schools. She has concerns for students attending school who meow, hiss, growl, and wear ears or face make-up to represent as an animal. She feels these actions need to be addressed.

Student Representative Report

Sarah Panzer stated that as the new school year enters its third week, students and families are adjusting to construction zones and the new student parking lot changes. Parent drop-off is going much smoother with the newly designed lot. Students are also becoming involved in sports and other activities.

School Showcase – Lincoln High School

Lincoln High School DECA advisors, Eric Siler and Ashley Tessmer, introduced students Izzy Rasmussen, VP of Brand Management, and Amelia Marti, VP of Membership Development, to showcase how the Rapids DECA organization prepares emerging leaders and entrepreneurs in the areas of marketing, finance, hospitality, and management in order to be career and college ready. Information was shared relative to membership data, DECA’s comprehensive learning and enrichment program and opportunities, guiding principles, community involvement and business partnerships formed, as well as exceptional student performance in regional, state, and international competition levels. Board members thanked the DECA representatives for their interesting and informative presentation.

Approval of Minutes

Motion by Troy Bier, seconded by John Benbow to approve special open and closed session Board minutes of August 1, 2022, and regular Board of Education meeting minutes of August 8, 2022. Motion carried unanimously.

Committee Reports

A. Educational Services Committee – September 6, 2022. Report given by Katie Medina.

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

Committee Reports (continued)

- ES-1 Approval of the appointment of Benjamin Goodreau and Shelly Eberlein as the parent representatives to service on the CII Committee for the 2022-23, 2023-24, and 2024-25 school years.

Motion by Katie Medina, seconded by Troy Bier to approve consent agenda item ES 1. Motion carried unanimously.

Ms. Medina provided updates and reports on:

- Information shared by Roxanne Filtz, Director of Curriculum & Instruction, concerning the Every Student Succeeds Act (ESSA) reporting requirements around student achievement and affiliated entitlement grants. The District will receive \$1,163,542.00 in Title I, \$168,248.00 for Title II, \$17,746.00 for Title III, and \$83,565.00 for Title IV. These amounts do not include any carryover dollars on hand from unspent Title dollars from 2021-2022. Carryover amounts are being determined.
- Ms. Filtz provided an overview of the Career and Technical Incentive Grant (CTE) program which awards funds of up to \$1,000 per student to school districts for 2021 graduates who have earned industry-recognized certifications. The funding is limited to \$1,000 per pupil regardless of the number of certifications the student earned from an approved list. The total allocation of \$6.5 million was prorated across 7,702 claims which were eligible, resulting in an award of \$843.93 per student. The District had 74 claims approved, resulting in a total payment of \$62,450.82.

Motion by Katie Medina, seconded by John Benbow to approve the balance of the Educational Services Committee report and minutes of the September 6, 2022 Educational Services Committee meeting. Motion carried unanimously.

- B. Business Services Committee – September 6, 2022. Report given by John Benbow.

With no consent agenda items presented, Mr. Benbow provided updates and reports on:

- Various invoices, bid specs, and purchase orders
- Aaron Nelson, Director of Transportation, provided an update on the school bus rerouting project. Lynx Transportation Solutions, Lamers Bus, and Safe-Way Bus Transit have continued their work on bus routing over the month of August. The administration estimates there will be 30 secondary and 27 primary routes compared to the prior year's number of 37 secondary and 27 primary routes. Even with the change to provide transportation for students residing between .5 miles and 2 miles from school, the number of elementary routes remain unchanged. Over the next couple of weeks, the administration will continue to monitor the new routing. If all is going well, a proposed recommendation to update District transportation policies and procedures will be presented at the October or November meeting.
- Committee members were informed that WRPS was approved to have the following schools participate in the Community Eligibility Program: Grove Elementary, Howe Elementary, Mead Elementary, Pitsch Early Learning Center (WRPS 4K & PK), River Cities High School, Wood County Alternative (CESA 5 at Vesper) & Washington Elementary. These schools will receive free breakfast and lunch meals based on their overall free/reduced eligibility as a group of schools.

Motion by John Benbow, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the September 6, 2022 Business Services Committee meeting. Motion carried unanimously.

- C. Personnel Services Committee – September 6, 2022. 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 appointment of Hope Lory (Teacher – WRAMS).

- PS-2 Approval of the support staff appointments of Michelle Perry (Study Hall Aide – Lincoln), Rae Ann Nelson (Cashier – Grove), Alan Wollschlager (Custodian – Lincoln), Karen Reed (Special Ed Aide – Mead), Linda Nelson (Noon Duty Aide – Lincoln), Samantha Lom (Supervisory Aide – WRAMS), Dale Behrend (Van Driver – District), Emily Jardine (Administrative Assistant – Central Oaks), Mary Tyjeski (Administrative Assistant – WRAMS), Jennifer Williams (Kitchen Helper – Lincoln), Connie Schmutzer (Kitchen Helper – Lincoln), Jeramey Zych (Supervisory Aide – WRAMS), James Tork (Noon Duty Aide – Woodside), Jamie Knetter (Kitchen Helper – Lincoln), Matthias Haschke (Noon Duty Aide – Grant), Lauren Derfus (Special Ed Aide – Washington), Patricia Orheim (Noon Duty Aide – Howe), Olivia Fleck (Special Ed Aide – Grant), Rachel Benjamin (Special Ed Aide – Lincoln), Daniel Martinez (Special Ed Aide – Mead), Keshia Hofer

(Special Ed Aide – Mead), Tanier Gardner (Noon Duty Aide – Mead), Abigail Whitemarsh (Health Aide – Mead), Jessica Amell (Special Ed Aide – WRAMS), Emily Schwenn (Behavior Interventionist – Howe), Jennifer Lukaszewski (Special Ed Aide – Mead), and Linda Bidwell (Noon Duty Aide – Howe).

- PS-3 Approval of the support staff resignations of Julie Saeger (Administrative Assistant – WRAMS), Peggy Sullivan (Study Hall Aide – Lincoln), Suellyn Slatter (Special Ed Aide – Lincoln), Abigail Krug (Kitchen Helper – Lincoln), Dawn Sylvester (Special Ed Aide – Washington), Christina Haka (Special Ed Aide – Mead), Melissa Froehle (Frontline Coordinator/Administrative Assistant – District), and Michael Sallet (Special Ed Aide – Woodside).
- PS-4 Approval of the deletion of Board Policy 451 – Student Insurance Program for second reading.
- PS-5 Approval of Board Policy 780 – Insurance Management for second reading.
- PS-6 Approval of the deletion of Board Policy 821.3 – Staff Listing for second reading.
- PS-7 Approval of the substitute rate for second cook/ala carte cook/baker of \$15.50/hour and the substitute rate for the kitchen manager of \$16.00/hour effective September 1, 2022.
- PS-8 Approval of the Native American liaison hourly rate to \$15.00/hour effective September 1, 2022.
- PS-9 Approval of adding a 5% musical director co-curricular assignment and a 3% musical assistant director co-curricular assignment.
- PS-10 Approval of substitute teacher bonus pay as follows: \$300 bonus after 30 assignments, \$550 bonus after 50 assignments, \$900 bonus after 75 assignments, \$1,500 bonus after 100 assignments, and \$2,380 bonus after 140 assignments, and \$3,300 bonus after 165 assignments. Additionally, substitute teachers will be eligible to receive a free lunch on Mondays and Fridays as recommended.

Motion by Sandra Hett, seconded by Troy Bier to approve consent agenda items PS 1-10. Motion carried unanimously.

Motion by Sandra Hett, seconded by Julie Timm to approve the balance of the Personnel Services Committee report and minutes of the regular September 6, 2022 Personnel Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

Ms. Hett requested an update on data reflecting the success in running support staff recruitment ads on WSAW. Superintendent Broeren will gather web analytics and activity information from WSAW.

Legislative Agenda

Troy Bier shared the following information:

- The 2022 Legislative Council Study Committee on Shared School District Services held its second meeting on August 22, 2022 to feature presentations on school district models in other states.
- Governor Evers released \$90 million in federal funds for Wisconsin school districts, of which \$75 million will be distributed on a per-pupil basis with every districts slated to receive an additional \$91.15 in per pupil aid. The remaining \$15 million will go toward the “Get Kids Ahead” initiative to provide mental health services in K-12 schools. The allocation to WRPS is just under \$75,000.

Bills

Motion by Troy Bier, seconded by John Benbow to note August, 2022 receipts in the amount of \$4,452,889.58 and approve August, 2022 disbursements in the amount of \$6,019,350.00. Motion carried unanimously on a roll call vote.

New Business

Employee Appointments, Resignations, and Retirement Requests

None.

WRPS Participation in Critical Response Digital Mapping of Facilities Grant

Mr. Broeren reviewed a proposal from Critical Response Group to provide digital mapping of all District facilities using Collaborative Response Graphics (CRGs) which are site-specific common operating pictures that enable better communication from responders involved in an emergency. The proposed cost is \$45,428.00 to complete the project, and the Wisconsin Department of Justice Office of School Safety is accepting grants from school districts to cover the

cost of this specialized digital mapping. As part of the implementation, there are unique software apps that the maps will be loaded into for use by law enforcement and other emergency responders to improve overall communication in response operations. The Board had an opportunity to ask questions.

Motion by Troy Bier, seconded John Benbow, to approve of WRPS participation in the Critical Response Digital Mapping of Facilities Grant through the Office of School Safety. Motion carried unanimously.

Dress Code for Board Members Attending Board Meetings

President Krings stated that Board Member Julie Timm requested that the Board member dress code topic be placed on the agenda, and invited Ms. Timm to speak on the item. Ms. Timm explained that after reading a letter published in the local newspaper recently by a concerned citizen around Board member attire, she checked Board policy and student handbooks to review current dress code language. While language exists for students, there is no Board policy relative to Board attire. However, the topic is addressed in the Wisconsin Association of School Boards (WASB) *New School Board Member Handbook* which recommends board members dress appropriately for a business meeting to reflect the professional approach the board takes to oversee school operations. Ms. Timm recommended adopting a policy with these expectations outlined for WRPS Board members.

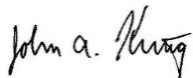
Motion by Julie Timm to approve of the Board adopting a dress code for board meetings similar to that as outlined in the WASB New School Board Member Handbook. Discussion ensued. Motion died for lack of a second.

In their discussion, a majority of Board members indicated they believe common sense prevails concerning appropriate dress for Board meetings with an understanding that the norm would be business casual attire. Consideration was given to the fact that individuals occasionally come directly from work or from officiating athletic events, precluding their ability to change before arrival at certain meetings. Mr. Bier shared that he doesn't view fellow Board members differently if they arrive to a meeting after being tied up in other events leading up to a meeting, and he trusts fellow Board members to use sound judgement concerning their attire. A concern around how to enforce an adopted dress code policy by the Board was shared, and Board members questioned whether other districts have a dress code policy in place. Superintendent Broeren explained that in checking with WASB, they have no example policies on file from other districts and pointed to the handbook referenced by Ms. Timm. He also explained that if a policy were adopted to bind Board behavior, conversations around what dress code criteria is acceptable will also need to include what penalties will be imposed if policy isn't followed. The primary action a Board can take to reprimand a fellow Board member is to censure, which might be an extreme measure to take for dress code violations. Ms. Timm made mention of the concern around Board members wearing attire which promotes a brewing company when they should instead be role modeling for students. She stated that perhaps a policy would not be necessary if all on the Board can agree that business casual attire is the acceptable norm. Ms. Hett stated that this has never been an issue in all of her 20+ years of serving on the Board and believes the one occurrence of it referenced in the newspaper letter will likely not happen again. She further stated that if it becomes an issue, it can and should be handled on an individual basis. Mr. Benbow appreciates the conversation, stating that he does believe Board members can use good judgement and common sense with the unwritten expectation of dressing in business casual attire, when possible, for meetings. Board members signaled agreement around dressing in business casual attire except under unique circumstances as discussed.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 6:52 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk