



**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

November 14, 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: John Benbow, Troy Bier, Larry Davis, Sandra Hett, John Krings, Katie Medina, Julie Timm

ADMINISTRATION PRESENT: Ed Allison, Craig Broeren, Roxanne Filtz, Steve Hepp, Aaron Nelson, Brian Oswald

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

Pledge of Allegiance

Roll Call

Mr. Krings requested that a moment of silence be observed in honor of former Board Member Mary Rayome who passed away quite unexpectedly on October 20, 2022.

Public Comment

None.

Student Representative Report

Sarah Panzer was unable to attend the meeting, but she submitted a report to Mr. Krings who reported on her behalf as follows:

- A band concert is occurring on the same evening as the Board meeting (November 14, 2022) at 7:00 p.m. in the PAC
- The current term ends on November 23, 2022 and is followed by the fall break on November 24-25, 2022
- A recordkeeping day with no school is happening on November 28, 2022 with the second term officially beginning on November 29, 2022
- Lincoln High School will be collecting donations for the annual Community Candles program between December 5-12; monies collected will provide gifts for Lincoln students whose families are experiencing financial hardship

School Showcase – Woodside Elementary School

Woodside Principal Julie Kolarik and staff members Connie Bohn, Nina Mairs, Karen Medo, Kelly Mendrzycki, Scott Sigourney with Therapy Dog Maisy, and Becky Steckbauer, presented on “Woodside Pride: We are Going Places!” The school’s mission and vision was shared; examples of school initiatives were reviewed along with personal student commentary that was recorded about their positive school experiences; use of therapy dogs in the school was explained along with progress to implement the “Move This World” social emotional curriculum; an overview of staff member involvement in collaborative Professional Learning Communities was provided with an overarching goal to meet the varied needs of all students; and the entire school family is excited about the Outdoor Play Learning Activity Center project which should wrap up and be ready for student and community use in the fall of 2023.

Approval of Minutes

Motion by Troy Bier, seconded by John Benbow to approve regular Board of Education meeting minutes of October 10, 2022 and special open and closed session Board of Education meeting minutes of October 10, 2022 and special Board of Education Meeting minutes of October 24, 2022. Motion carried unanimously.

Committee ReportsA. Educational Services Committee – November 7, 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:

- ES-1 Approval of the course Automotive and Home Maintenance for .5 elective credit for LHS juniors and seniors to begin with the 2023-2024 school year.
- ES-2 Approval of completion of the JROTC application in order to have WRPS be considered as a host site for a JROTC program to be offered at some point in the future at Lincoln High School. If the application is approved, further details about logistics and financial impacts will be brought to the Educational Services Committee for consideration and approval before the District would move forward with the course.
- ES-3 Approval of the course Digital Media and Live Broadcast for .5 elective credit for LHS junior and senior students as well as sophomore students with instructor consent. The course may be taken more than once and will begin with the 2023-2024 school year.
- ES-4 Approval of the course Post-Apocalyptic Literature to be offered to senior level students for .5 credits toward the English requirement for graduation to begin in the 2023-2024 school year.
- ES-5 Approval of the course Theatrical Events Capstone to be offered to juniors and seniors for .5 elective credit. This course can be taken more than once and will begin with the 2023-2024 school year.
- ES-6 Approval of the course Creative Expressions to be offered as an elective choice for 8th grade students beginning with the 2023-2024 school year.
- ES-7 Approval of the proposed changes to PLTW: Human Body Systems which will change the prerequisite to read “Earn a C or better in student’s last science course, or with instructor’s consent” as well as increase the course fee from \$10.00 to \$15.00 beginning with the 2023-2024 school year.
- ES-8 Approval of increasing the course fee for PLTW: Principles of Biomedical Science from \$10.00 to \$15.00 beginning with the 2023-2024 school year.
- ES-9 Approval of changing the prerequisite for General Physics I to read “Enrollment (and/or completion) in Algebra II/Intermediate Algebra or higher or instructor consent” beginning with the 2023-2024 school year.
- ES-10 Approval of dropping the “101” designation from the Physics 101 A and Physics 101 B course titles in the LHS *Program of Studies* for the trimester courses that are not dual credit beginning with the *Program of Studies* published for 2023-2024 course selections.
- ES-11 Approval of increasing the course fee for Biotechnology Explorations from \$10.00 to \$15.00 beginning with the 2023-2024 school year.
- ES-12 Approval of increasing the course fee for AP Chemistry from \$10.00 to \$15.00 beginning with the 2023-2024 school year.
- ES-13 Approval of dropping the following language from the Topics in Physical Science and Topics in Life Science course descriptions beginning with the 2023-24 school year: “This is a non-lab based course, students planning to attend college should take the course as credits beyond the 3 required in natural science.”
- ES-14 Approval of the 14 applications to participate in the 6 requested courses at Mid-State Technical College through the Start College Now (SCN) program in the spring of the 2022-23 school year.
- ES-15 Approval of one student from France to stay with a host family in the Wisconsin Rapids area and attend Lincoln High School with their host student during a visit from February 12, 2023 to March 2 of 2023.

Motion by Katie Medina, seconded by Larry Davis to approve consent agenda items ES 1-15. Motion carried unanimously.

Ms. Medina provided updates and reports on:

- The Committee was provided an update on upcoming student travel. Approximately 15-20 Lincoln High School German students will be traveling to Aurora, Illinois for one full day in December. The purpose of the trip is to share the German holiday culture with students. LHS German teacher Elizabeth Mancheski and enough chaperones will accompany the students who will pay their own costs for the trip.

Music Teacher Julie Stoffel from Wisconsin Rapids Middle School and Lincoln High School is in the process of nominating students to participate in an overnight stay to attend the Dorian Vocal Festival held at Luther College in Decorah, Iowa from January 8-9, 2023. Generally, 4-6 District students are able to attend this festival where singers from 7 states come together to form a huge festival choir. In addition, interested students are able to audition for scholarships to attend Luther College. Students who attend pay their own fees.

Ginger Marten, WRPS Orchestra Teacher, is planning to take 40 music students to the Chanhassen Dinner Theater in Chanhassen, MN on Saturday, November 12, 2022. The students will attend the musical *Footloose*, and then stop for a short visit and lunch at the Mall of America before heading back to Wisconsin Rapids the same evening. Ms. Marten, along with her student teacher and three parents, will be chaperoning this trip. Students are responsible for trip fees.

- Ms. Filtz provided a summary of ESSER III grant expenditures as of October, 2022 as indicated in the chart below. She explained that all items earmarked in the ESSER III Plan will be funded; however, the unencumbered amount will likely need to be utilized to supplement anticipated 2023-24 District budget shortfalls.

Total Funding Allocation	\$7,082,465.00
Capital Objects	\$26,644.64
Non-Capital Objects	\$194,701.12
Salary and Benefits (<i>through 6/30/23</i>)	\$3,032,448.50
Purchased Services	\$371,750.32
Spent/Encumbered through 10/14/22	\$3,625,544.56
Remaining Balance	\$3,456,920.42
Future Expenditures (10/2022 – 9/2024)	
2023-24 Personnel	\$1,700,000.00
Jump Start Program	\$320,000.00
Software	\$150,000.00
School Based Mental Health Services	\$40,000.00
Individual Building Allocations	\$200,000.00
Curriculum Materials, Purchases, Professional Development	\$80,000.00
TOTAL Projected Remaining Unencumbered	\$966,920.42

- Ms. Filtz provided an update on the District Continuity of Services Plan which can be found online on the District website. The Continuity of Services Plan describes how WRPS will continue to provide a safe return to in-person instruction and continuity of services for all schools, and strive to meet the needs of all educational stakeholders involved. Information unique to the approach for the 2022-23 school year has been included in the updated version, and the Board reviewed plan will be posted to the website following the November 14, 2022 regular Board meeting.
- An update was provided on 2022-23 District Innovation Mini Grants. Nine applications were reviewed and voted on by the District Quality Educator Committee using a standard rubric. The top three projects which will receive Innovation Mini Grant funding are as follows:
 - Electric Strings Project submitted by Ginger Marten. This project will provide proper equipment to facilitate a broad range of rock styles for the orchestra students of LHS.
 - STEM (Science, Technology, Engineering, and Mathematics) submitted by Missy Henneman. This grant will help with the purchase of the Lego STEAM Kits that will result in students taking thoughtful risks, engaging in experiential learning, persisting in problem-solving, embracing collaboration and working through the creative process. The purchase will enhance the implementation of the WRAMS’ RESET program.

- Pursuing Maximum Engagement for Fishing and Belaying in Environmental Literature in the Outdoors submitted by Nathali Jones. This project will help purchase enough equipment so all students in class can practice the skills being taught in fishing and belaying without having to wait for a turn.

Each recipient receives \$1,000 to use toward the project as well as a \$1,000 stipend which gets paid in the spring once projects have been verified as complete by a building principal.

- The Committee learned that the embargo for School and District Report Cards is expected to be lifted November 15, 2022. An update on the results will be shared with the Educational Services Committee at the December, 2022 meeting.

Motion by Katie Medina, seconded by Troy Bier to approve the balance of the Educational Services Committee report and minutes of the November 7, 2022 Educational Services Committee meeting. Motion carried unanimously.

B. Business Services Committee – November 7, 2022. Report given by John Benbow.

Mr. Benbow 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 to purchase a new notification system for Lincoln High School from McMillian Electric at a total cost of \$28,157.72. This cost will be paid from the Capital Improvement Fund.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda item BS-1. Motion carried unanimously on a roll call vote.

Ms. Medina provided updates and reports on:

- Invoices, bid specs, and purchases
- Historical data related to utility usage and costs and snow removal expenses; significant inflationary impacts to these expenditures are anticipated in the future

Motion by John Benbow, seconded by Julie Timm to approve the balance of the Business Services Committee report and minutes of the November 7, 2022 Business Services Committee meeting; and special closed session minutes of the October 5, 2022 special Business Services Committee meeting. Motion carried unanimously.

C. Personnel Services Committee – November 7, 2022. Report given by Troy Bier.

Mr. Bier 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 support staff appointments of Bryndis Agustsdottir (Kitchen Helper/FFV – Grove), Craig Jensen (Custodian – Lincoln), Dawn Freeberg (Noon Duty Aide – Woodside), Jacob Blakeslee (Custodian – WRAMS), Melissa Froehle (Special Ed Aide – THINK), Steve Placek (Custodian – Lincoln).

PS-2 Approval of the professional staff appointment of Sarah Lynch (Teacher – WRAMS).

PS-3 Approval of the professional staff resignation of Logan Christie (Teacher – Lincoln).

PS-4 Approval of the support staff resignation of Deborah Helke (Special Ed Aide – THINK), Eric Callahan (Custodian – WRAMS), Shelly Anderson (Special Ed Aide – Lincoln), Angela Peschke (Special Ed Aide – Grove), and Heather Neukirchen (Noon Duty Aide – Washington).

PS-5 Approval of the support staff retirement of Dawn Lamb (Special Ed Aide – Lincoln) and Brenda Woyak (Curriculum Secretary - District).

PS-6 Approval of Board Policy 332.1 Exhibit 1 – Process Guidelines for Requesting New Courses Form for second reading.

PS-7 Approval of Board Policy 332.2 Exhibit 2 – Process Guidelines for Pilot Programs or Curriculum Modifications Form for second reading.

PS-8 Approval of a stipend of \$1300 for the district coordination of the stacking club and a stipend of \$100 for each building assistant. Assistants will be paid an additional \$50 if they help with the city stacking event.

PS-9 Approval of the addition of an 8 hour a day Buildings and Grounds position.

Motion by Troy Bier, seconded by Larry Davis to approve consent agenda items PS 1-9. Motion carried unanimously.

Mr. Bier provided updates and reports on:

- Open enrollment numbers for 2022-23 were reviewed by the Committee.

Motion by Troy Bier, seconded by Larry Davis to approve the balance of the Personnel Services Committee report and minutes of the regular November 7, 2022 Personnel Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

Ms. Hett requested information about whether any cat litter or litter boxes have been purchased and/or are being used inside school buildings. Superintendent Broeren clarified that the only cat litter that may have been purchased is a minimal amount for use in the Maintenance Department to clean up spills, and that no other purchases or use of cat litter or litterboxes is occurring.

Legislative Agenda

Troy Bier shared the following information:

- Voters approved 64 of the 81 school district referendum questions on the November 8, 2022 ballot, which is a 79% overall passage rate. Prior to November 8th, voters had approved 69 of 85 school referenda, which is an 81.2% overall passage rate. This year voters have approved 133 of 166 total ballot questions, reflecting an 80.1% passage rate which indicates that despite inflation and recession worries, support for school referendums remains strong.
- State Senate and Assembly Republican legislators met to elect their leaders for the 2023-24 Legislative Session that begins in January. Mr. Bier provided an overview of how each political party fared in terms of maintaining seats overall, sharing that Republicans will maintain both houses of the Legislature. Democrats will hold their leadership elections in the coming week.

Bills

Motion by Troy Bier, seconded by Larry Davis to note October, 2022 receipts in the amount of \$232,446.41 and approve October, 2022 disbursements in the amount of \$8,328,226.78. Motion carried unanimously on a roll call vote.

New Business

Employee Appointments, Resignations, and Retirement Requests

None.

District Employee Health Insurance Plan and Health Savings Accounts

Superintendent Broeren explained that the administration has been exploring health insurance plan coverage options since learning that the District would have incurred a 5.5% increase in premiums on the Signature Narrow Network plan and a 13% increase in premiums on the Freedom Broad Network plan when it renews in January. Roughly 50% of staff choose the Narrow Network option, while the other 50% choose the Broad Network. The overall cost based upon current plan selection would settle out to be a 9% increase, which equates to around an additional \$1 million cost to the District. After evaluating multiple options which include the possibility of going back out to the market and learning that the District would not get competitive bids at this time, a recommendation is being made to maintain the current approach with no changes made to the Narrow Network plan while increasing the deductible for the Broad Network option from \$2,000 single/\$4,000 family to \$3,000 single/\$6,000 family. Health Savings Account contributions made by the District would remain the same at \$1,500 for single, and \$3,000 for family for either plan.

Mr. Broeren shared that the deductible modification causes the premium of the Broad Network plan to drop to a very slight savings (0.6%) as compared to this past year, making the overall potential increase in premiums a maximum of 5.5% if 50% of staff continue to select each option. Since the Narrow Network option premiums are still cheaper as compared to the Broad Network plan even after the deductible increase, having more staff choose the Narrow Network option will further mitigate potential increases. Currently, 70% of plan utilization is in the Aspirus network. While the proposed modifications will assist with lowering the impact of the increase for the coming year and maintain this robust benefit for employees, future years may require other options to again be explored such as going out to bid, making additional plan modifications, or potentially changing the HSA contribution amounts. If employees on the Broad Network plan choose to shift to the Narrow Network plan based upon cost, it would help mitigate overall costs.

Plan modifications being proposed would change premium contribution amounts as follows:

Signature HMO Plan (Narrow Network) (Deductible: \$2,000 Single / \$4,000 Family)

Single Plan	15% = \$123.84/month	(Employee)
	85% = \$701.76/month	(District)
Family Plan	15% = \$277.08/month	(Employee)
	85% = \$1,570.13/month	(District)

Freedom Network Plan (Broad Network) (Deductible: \$3,000 Single / \$6,000 Family)

Single Plan	15% = \$144.75/month	(Employee)
	85% = \$820.27/month	(District)
Family Plan	15% = \$323.87/month	(Employee)
	85% = \$1,835.26/month	(District)

A virtual meeting was held on November 7, 2022 to update staff members and provide details about the proposal being considered.

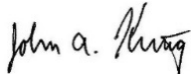
Board members asked questions around staff feedback received by the administration, how often the District solicits bids for insurance coverage, and whether moving to a self-funded model has been considered. Mr. Broeren explained that some staff members in the Broad Network plan who would be impacted have expressed concern. The District has gone out to bid numerous times and made carrier changes as necessary to maintain the benefit for employees and keep costs down, and will continue to do so in the future as warranted. Not all employers offer multiple options similar to the District. A self-funding model has been explored; however, with a claim loss ratio over 100%, it would not be an appropriate time to switch to this type of program.

Motion by John Benbow, seconded by Troy Bier to approve of the proposed modification to employee health insurance coverage with one change to the Freedom (broad) Network Plan to increase the deductible amounts from \$2,000/\$4,000 to \$3,000/\$6,000; and to continue the employer contribution to eligible District employee Health Savings accounts (HSA) in an amount of \$1,500.00 for employees carrying a single plan, and \$3,000.00 for employees carrying a family plan. Motion carried unanimously on a roll call vote.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:18 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk