



**WISCONSIN RAPIDS
PUBLIC SCHOOLS**

BOARD OF EDUCATION MEETING MINUTES

John A. Krings, President
John Benbow, Jr.
Troy Bier
Larry Davis
Katie Medina
Kathi Stebbins-Hintz
Julie Timm

November 13, 2023

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, John Krings, Katie Medina, Julie Timm

BOARD MEMBERS EXCUSED: Kathi Stebbins-Hintz

ADMINISTRATION PRESENT: Craig Broeren, Roxanne Filtz, Steve Hepp, Julie Kolarik, Aaron Nelson, Brian Oswald

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

Pledge of Allegiance

Roll Call

Public Comment

None.

School Showcase – Woodside Elementary

Woodside Elementary Principal Julie Kolarik was joined by other Woodside staff members to present on teaching and learning initiatives occurring at the school to help students succeed. Topics covered include the school's mission and vision, late start Monday focus and affiliated Professional Learning Community work, building-wide student learning objectives, interventions and Reading corps programming, use of data to drive decisions and systems, collaboration between regular education and special education colleagues to develop common language and procedures, implementation of social emotional and learning supports, evidence-based strategies chosen to focus on by learn and lead teams, student engagement facilitator duties and initiatives, DEU coursework developed by staff to positively impact student outcomes, and the Outdoor Play Learning and Activity Center project being completed which provides exceptional opportunities for student play, skill building, and learning outdoors. The Board expressed their appreciation to the Woodside staff members for their presentation.

Student Representative Report

Sarah Panzer shared the following:

- The LHS Band traveled to Washington D.C. to play in a Veterans Day event
- An LHS Choir concert is scheduled to occur on November 16, 2023 at 7:00 p.m. in the Performing Arts Center
- Winter sports has begun including gymnastics, hockey, basketball, swim, and wrestling
- Thanksgiving break will occur on November 22-24, 2023 after which the trimester ends on November 30th with the second trimester beginning on December 4th

Approval of Minutes

Motion by Troy Bier, seconded by John Benbow to approve of regular Board of Education meeting minutes of October 9, 2023; special closed session Board of Education meeting minutes of October 9, 2023; special open session Board of Education meeting minutes of October 23, 2023; and special closed session Board of Education meeting minutes of October 23, 2023 and October 24, 2023. Motion carried unanimously.

Committee Reports

A. Educational Services Committee – November 6, 2023. 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 CLL: Character, Life and Leadership to move from a 1.0 credit course to a .5 credit course that will concentrate on the unique needs of the freshman level special education students and focus on the executive functioning skills of special education students beginning with the 2024-2025 school year.
- ES-2 Approval of Work Prep and Your Finances for a .5 elective course that will be offered in the third trimester and will fulfill the Financial Literacy graduation requirements for special education students beginning with the 2024-2025 school year.
- ES-3 Approval of changing the name of the course Independent Living I to Independent Living in a Digital Age and accept this course to meet the IT Fundamentals requirement for special education students who are not able to successfully meet the requirement in our current IT Fundamentals courses. The course will continue to be offered for 1.0 credit to 9-12th grade students with changes to take effect in the 2024-2025 school year.
- ES-4 Approval of the course America's Music History as a .5 music elective credit to be offered beginning with the 2024-2025 school year.
- ES-5 Approval of the course Raider Rhythm as a .5 music elective for our students with special needs who have an IEP or 504 Plan beginning with the 2024-2025 school year.
- ES-6 Approval of the course Mental Wellness and Stress Management as an MSTC Dual Credit course and a .5 elective LHS course to be offered to 10th, 11th and 12th grade students beginning with the 2024-2025 school year.
- ES-7 Approval of the proposed name change to the current course Sports Entertainment Marketing to Sports Entertainment and Digital Marketing beginning with the 2024-2025 school year.
- ES-8 Approval of Extended Algebra I for 1.5 credits as a freshman level course to replace Algebra Topics beginning with the 2024-25 school year.
- ES-9 Approval of Introduction to Statistics for a .5 mathematics credit at the junior or senior level beginning with the 2024-25 school year.
- ES-10 Approval of College Prep Math for a 1.0 mathematics credit at the senior level beginning with the 2024-25 school year.
- ES-11 Approval of AP Precalculus for a 1.0 mathematics credit at the junior or senior level beginning with the 2024-25 school year.
- ES-12 Approval of the request to change the title of the course Explorations in Algebra, Geometry and Statistics to Explorations in Algebra and Geometry and offer it as a .5 math credit to juniors and seniors beginning with the 2024-2025 school year.
- ES-13 Approval of the 27 student requests to take 16 courses through the Start College Now Program at Mid-State Technical College during the spring of the 2023-2024 school year.
- ES-14 Approval of the suggested modifications to the Supplemental Pay Plan which would allow retiring professional staff members to be compensated for up to 6 full District Educational Units (DEU) in the year of their retirement. Each full DEU is worth \$175.00. Partial DEUs would be paid out at \$27.00 an hour. This modification will take place at the end of the 2023-2024 school year and will be eligible for those employees who meet the qualifications for early retirement (age 57 and 15 years or more in the District) and have had their retirement approved by the Board of Education.
- ES-15 Approval of Board Policies 458 – Student Wellness Policy and 458 Rule – Nutrition Guidelines for first reading.

Motion by Katie Medina, seconded by Troy Bier to approve consent agenda items ES 1-15. Motion carried unanimously on a roll call vote.

Ms. Medina provided updates and reports on:

- Various student travel plans to:

- France in June, 2025
 - Christkindlmarkt in Aurora, Illinois in December 2023
 - Dorian Orchestra Festival at Luther College in Decorah, Iowa in January and February, 2024
- Wisconsin Student Assessment System (WSAS) results for the 2022-23 school year was shared by Director of Curriculum & Instruction Roxanne Filtz. Data trends and comparative information involving area school districts was reviewed, and District plans to continue work in closing the achievement gap was shared. Ms. Filtz explained that while WSAS results indicate the District has reason to celebrate growth in certain areas, staff members are committed to identifying ways in which to improve areas of underperformance and help students reach their full potential.

Motion by Katie Medina, seconded by Julie Timm to approve the balance of the Educational Services Committee report and minutes of the November 6, 2023 Educational Services Committee meeting. Motion carried unanimously.

B. Business Services Committee – November 6, 2023. Report given by John Benbow.

Mr. Benbow stated there were no actionable items taken up by the Committee, and reviewed the following updates and reports:

- Invoices, bid specs, and purchases made
- The \$34,000,000 referendum that voters approved in the spring of 2021 has been finalized and the funds have been fully spent

Motion by John Benbow, seconded by Julie Timm to approve the balance of the Business Services Committee report and minutes of the November 6, 2023 Business Services Committee meeting. Motion carried unanimously.

C. Personnel Services Committee – November 6, 2023. Report given by Kathi Stebbins-Hintz.

Ms. Stebbins-Hintz 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 Nicole Fitch (Instructional Aide – WRAMS), Jenna Gutowski (Kitchen Helper – THINK), Trent Gastonguay (Relief Custodian – District), Ashley Zimmermann (Administrative Assistant to Pupil Services – District), Holly Zwicke (Administrative Assistant to Student Services), and Kevin Cushman (Special Ed Aide – Pitsch).
- PS-2 Approval of the non-represented support staff appointment of Jenna Whitrock (School Nurse – District).
- PS-3 Approval of the non-represented support staff resignation of Michelle Forcier (School Nurse – District).
- PS-4 Approval of the support staff resignations of Susan Lloyd (Special Ed Aide – Lincoln), William Butzlaff (Custodian – Lincoln), Sativah St. Claire (Noon Duty Aide – Grove), Debra Symons (Cashier – Lincoln), Jeramey Zych (Special Ed Aide – Lincoln), Leanna Lindner (Special Ed Aide – Washington), and Kelli Harris (Library Aide – Grove).
- PS-5 Approval of the professional staff retirement of Donald Neve (Teacher – River Cities).
- PS-6 Approval of a 6% percent increase to the following positions that are employed with the District as of November 13, 2023, retroactive to July 1, 2023: Psychologists, Athletic Director, Assistant Athletic Director, Food Production Coordinator, Food Services, School Nurses, Computer Technicians, PAC Director, PAC Assistant Coordinator, Network Manager, Systems Manager, Instructional Software Support, Confidential Secretaries, Van Drivers, Custodial and Maintenance, AV Coordinator, and Office/Clerical and Aide Support Staff.
- PS-7 Approval to adjust the short term substitute teacher rate to \$140 a day and the short term substitute aide hourly rate to \$15.00 effective January 1, 2024.
- PS-8 Approval to increase the Homebound Instructor rate to \$25.00/hour effective July 1, 2023.
- PS-9 Approval to move the Native American Liaison position to Hourly Support Staff Group II schedule effective July 1, 2023.

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

Ms. Stebbins-Hintz provided updates and reports on open enrollment numbers for the 2023-24 school year. Brian Oswall, Director of Human Resources, shared that for the 2023-24 school year, 195 students have enrolled into the District while 415 students enrolled out to other school districts. Superintendent Craig Broeren shared that the District sent a survey to families of open enrolled out students to find out why they chose to leave.

Motion by Troy Bier, seconded by Larry Davis to approve the balance of the Personnel Services Committee report and minutes of the regular November 6, 2023 Personnel Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

Troy Bier shared the following information:

- The Wisconsin Association of School Boards (WASB) has an online bill tracker posted to their website for individuals desiring to keep up with the status of bills.
- State Rep. Jeff Mursau, along with Senator Mary Felzkowski and Rep. James Edming, have put out a bill draft for other legislators to sign on to show their support. The bill draft (LRB2218/1) would expand the ability of all teacher license candidates to demonstrate competency in reading instruction outside of passing the Foundations of Reading Test (FORT). Currently, this alternative pathway is only available to special education initial licenses.
- The state Senate passed two pieces legislation including SB395 which relates to eliminating the provision under which a school district's revenue ceiling is the revenue ceiling from a previous school year because an operating referendum failed in the school district. The other legislation is SB83 concerning school districts having to provide additional information along with a referendum question specifying interest accrual data.
- The Assembly Committee on Education recently met to hold a public hearing on a number of bills related to Tribal relations and education, including bills on teaching licensure, a grant program for school psychologists, and indoor air quality inspections. In executive session, the Committee considered AB342 allowing school boards to employ a school district administrator who is not licensed by the Department of Public Instruction.
- Other bills the Assembly Committee on Education either considered or held public hearing on include: AB271 related to a grant program for recovery high schools and making an appropriation; AB223 related to maintaining a supply of usable opioid antagonist at a school; LRB4606/1 related to the mental health training program provided by the Department of Public Instruction; SB333 designed to close a loophole in current Wisconsin law that neglected to regulate certain sexual crimes between school personnel and students; AB370 related to guaranteed admission to University of Wisconsin System institutions and technical colleges and requiring high schools to prepare class rankings for certain pupils; AB550 related to technical education equipment grants, extending the time limit for emergency rule procedures, providing an exemption from emergency rule procedures, and making an appropriation; and AB554 relating to race-based higher education programs and requirements.

Bills

Motion by Troy Bier, seconded by Larry Davis to note October, 2023 receipts in the amount of \$249,621.67 and approve October, 2023 disbursements in the amount of \$29,671,201.89. Motion carried unanimously on a roll call vote.

New Business

Employee Appointments, Resignations, and Retirement Requests

None.

Employee Health Insurance Plan Renewal and Health Savings Accounts

Superintendent Craig Broeren explained that the administration has been working with the District's insurance broker, M3, to solicit bids from other health insurance providers while awaiting word from Aspirus Health on plan renewal rates. The only bid received back came from Security Health Plan for a comparable plan, but with a 10% increase in premiums. Aspirus Health's initial renewal was a 14% increase in premiums which, after some discussion, was dropped to an 8% increase. The administration then explored multiple options to potentially modify the plan to further reduce the impact of the proposed increase as follows:

	Current		Renewal		Option 1		Option 2	
% Change			8%		5.8%		5%	
Network	Signature	Freedom	Signature	Renewal	Signature	Renewal	Signature	Renewal
Individual Deductible	\$2,000	\$3,000	\$2,000	\$3,000	\$2,000	\$3,000	\$2,000	\$3,000
Coinsurance	100%	100%	100%	100%	100%	100%	100%	100%
Emergency Room Copay	Deductible	Deductible	Deductible	Deductible	Deductible	Deductible	\$250	
RX Copay	Deductible	Deductible	Deductible	Deductible	Deductible first \$0/\$10/\$35/\$60/25% to \$250 to separate Max-Out-Of-Pocket of \$500		Deductible first then \$0/\$10/\$35/\$60/25% up to \$250	
Individual Max-Out-Of-Pocket	\$2,000	\$3,000	\$2,000	\$3,000	\$2,500	\$3,500	\$3,000	\$4,000

Family coverage is 2X the individual.

EMPLOYEE ONLY COVERAGE								
Monthly Premium	\$ 825.60	\$ 965.02	\$ 891.65	\$1,042.22	\$ 873.48	\$1,020.99	\$ 867.71	\$1,014.24
ER Rate 85%	\$ 701.76	\$ 820.27	\$ 757.90	\$ 885.89	\$ 742.46	\$ 867.84	\$ 737.55	\$ 862.10
EE Rate 15%	\$ 123.84	\$ 144.75	\$ 133.75	\$ 156.33	\$ 131.02	\$ 153.15	\$ 130.16	\$ 152.14

FAMILY COVERAGE								
Monthly Premium	\$1,847.21	\$2,159.13	\$1,994.99	\$2,331.86	\$1,954.35	\$2,284.36	\$1,941.42	\$2,269.25
ER Rate 85%	\$1,570.13	\$1,835.26	\$1,695.74	\$1,982.08	\$1,661.20	\$1,941.71	\$1,650.21	\$1,928.86
EE Rate 15%	\$ 277.08	\$ 323.87	\$ 299.25	\$ 349.78	\$ 293.15	\$ 342.65	\$ 291.21	\$ 340.39

Mr. Broeren stated that he held a virtual meeting with staff regarding the changes, and a brief survey conducted among employees had 273 responses with 236, or 86.4%, indicating that they prefer Option 1. Co-pays for prescriptions is the main change to the plan which isn't anticipated to impact a majority of employees; however, people with chronic health conditions will be more negatively impacted. He stated he understands that modifying the health plan is not ideal, and continued modifications is like a race to the bottom in terms of remaining competitive given the labor market shortage. However, if a similar situation occurs in the next fiscal year with limited carriers bidding on the District plan and/or large increases to the current plan proposed by Aspirus for renewal, additional modifications will need to be considered.

A Board member raised a question around whether employees were provided the option on the survey to choose the 8% increase; Mr. Broeren explained that when developing the recommendation, he didn't feel it would be feasible to provide that option since it would likely not be sustainable. Therefore, he had no intention of recommending it for Board consideration. The administration recommends adoption of the proposed changes under Option 1, and continuing the Health Savings Account (HSA) employer contribution amounts at the current levels.

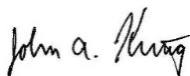
Lastly, Mr. Broeren raised concerns around the potential outlook for healthcare providers in the central Wisconsin region in the future, stating that employers will likely be beholden to two systems due to the market share Aspirus and Marshfield Clinic will control. It is possible that more serious consideration will need to be given to a self-funded model or potentially an a la carte approach when determining what specialists will be utilized to cover employee healthcare needs. He also recognizes that moving away from a full coverage health plan under the current model would be a huge shift in mindset for employees. Also, moving to a self-funded model can leave employers somewhat ill-equipped to deal with chronic or complex health conditions.

Motion by John Benbow, seconded by Larry Davis to remain on the Aspirus Health Plan under the “Option 1” proposal which equates to a 5.8% renewal increase with modifications to prescription coverage, 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.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:13 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk