



AGENDA

*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

April 2, 2018

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

Time: 6:00 p.m.

- I. Call to Order
- II. Public Comment
- III. Actionable Items
 - A. Appointments
 - B. Resignation
 - C. Board Policy Review
 - D. Wage Compensation for Swim Program and Summer Buildings and Grounds Employees
- IV. Updates and Reports
 - A. 2018-19 Professional Staff Hiring Update
- V. Consent Agenda
- VI. Adjournment

The Wisconsin open meetings law requires that the Board, or Board Committee, only take action on subject matter that is noticed on their respective agendas. Persons wishing to place items on the agenda should contact the District Office at 715-424-6701, at least seven working days prior to the meeting date for the item to be considered. The item may be referred to the appropriate committee or placed on the Board agenda as determined by the Superintendent and/or Board President.

With advance notice, efforts will be made to accommodate the needs of persons with disabilities by providing a sign language interpreter or other auxiliary aids, by calling 715-424-6701.

School Board members may attend the above Committee meeting(s) for information gathering purposes. If a quorum of Board members should appear at any of the Committee meetings, a regular School Board meeting may take place for purposes of gathering information on an item listed on one of the Committee agendas. If such a meeting should occur, the date, time, and location of the Board meeting will be that of the particular Committee as listed on the Committee agenda.



BACKGROUND

Wisconsin Rapids Board of Education
Personnel Services Committee

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Time: 6:00 p.m.

- I. Call to Order
- II. Public Comment
- III. Actionable Items
 - A. Appointments

The administration recommends approval of the following support staff appointments:

Amy Fuller	Location: THINK Academy
	Position: Secretary (7.5 hrs/day)
	Effective Date: March 9, 2018
	Hourly Wage: \$15.75
Peggy Weidman	Location: Lincoln High School
	Position: Head Cook (8.0 hrs/day)
	Effective Date: March 12, 2018
	Hourly Wage: \$16.91 (starting rage) / \$17.80 (after 60 days)

- B. Resignation

The administration recommends approval of the following support staff resignation:

Khaab Moua	Location: Howe Elementary School
	Position: Noon Aide (1.5 hrs/day)
	Effective Date: March 13, 2018
	Date of Hire: March 5, 2018

- C. Board Policy Review

Board Policy 163 - Opportunities for Development – Second Reading

This policy was reviewed and approved for first reading at the regular Educational Services Committee meeting in December 2017. After undergoing review for second reading approval by the Personnel Services Committee meeting in January 2018, the policy was tabled as additional information was requested by the Committee. The policy is back on the agenda for second reading approval, with slight revisions being recommended by the administration based upon the Committee's feedback in January. The administration recommends approval of Board Policy 163 - Opportunities for Development for second reading. (*Attachment A*)

Board Policy 164 - Board Member Compensation and Expenses – Second Reading

This policy was reviewed and approved for first reading at the regular Educational Services Committee meeting in December 2017. After undergoing review for second reading approval by the Personnel Services Committee meeting in January 2018, the policy was tabled as additional information was requested by the Committee. The policy is back on the agenda for second reading approval, with two suggested language options being recommended by the administration based upon the Committee's feedback in January. Once the Committee indicates its preference concerning the proposed language options, Board Policy 164 - Board Member Compensation and Expenses can be moved on to the Board for second reading. (*Attachment B*)

D. Wage Compensation for Swim Program and Summer Buildings and Grounds Employees

Discussion and possible action on a wage increase for Swim Program and Summer Buildings and Grounds employees.

IV. Updates and Reports

A. 2018-19 Professional Staff Hiring Update

The Committee will be provided an update on proceedings with the hiring of new professional staff for the 2018-19 school year.

V. Consent Agenda

Personnel Services Committee members will be asked which agenda items from the Committee meeting will be placed on the consent agenda for the regular Board of Education meeting.

VI. Adjournment

163 OPPORTUNITIES FOR DEVELOPMENT

The Board of Education believes that in-service training for its members is vital in order for the Board to govern the District in an informed manner. The continuing development of Board members with regard to the role, responsibility and knowledge required to function effectively is an important component of the Board's overall activity.

Board member orientation and professional development is important for the personal growth of Board members and the effective operation of the District. The need to keep informed of emerging issues, to acquire skills in critical thinking, decision making and boardmanship are crucial to being an effective Board member. Development activities demonstrate commitment to education and the responsibility to effective boardmanship.

Board membership development should be a continuous process. Themes to be addressed in that development include:

1. Vision (setting direction, identifying goals, and developing plans).
2. Structure (establishing a structure and creating an environment for a sound organization).
3. Accountability (continuous assessment of all conditions affecting education).
4. Advocacy (being the key advocate on behalf of students and their schools in the community).

Board member attendance at ~~state~~ conferences, workshops, seminars, and ~~national~~ conventions ~~are expected~~ ***is encouraged*** for continued development. Board members should especially attend those conferences that relate to their particular committee assignments. Members who attend these various programs shall share information, materials, and recommendations that result from the session by reporting on the program to the entire Board ***as appropriate***. ~~Board members attendance at such activities is subject to Board approval.~~

LEGAL REF.: Sections 120.10(4) Wisconsin Statutes
 120.13(16) & (32)
 120.44

CROSS REF.: 162, New Board Member Orientation
 164, Board Member Compensation and Expenses

Policy Adopted: October 8, 1979

Revised: December 10, 1984
 July 13, 1988
 November 11, 1996
 December 11, 2000

TBD

164 BOARD MEMBER COMPENSATION AND EXPENSES

To help remunerate Board members for travel and expenses in attending meetings, his/her attendance at Board and Committee meetings and for participation in professional development opportunities and other Board related service, Board members shall be paid a \$60.00 per day meeting stipend for all regular, special, and authorized committee meetings and authorized school related meetings an annual salary of \$2,700.00 which will be paid on a monthly incremental basis through direct deposit on the second payroll run each month. The pay period for Board members begins each January 1.

Board members shall be reimbursed for all necessary and legal expenses incurred in attending any meetings or in making any trips on official business for the School District when so authorized by the Board.

Board members are eligible to participate in the Flexible Spending Account program under Section 125 of the Internal Revenue Code as offered by the School District of Wisconsin Rapids.

Actual and necessary expenses of a Board member (conference fees, lodging, parking, and/or mileage) shall be reimbursed when incurred in the performance of his/her duties. Reimbursement shall be in accordance with expense reimbursement rates and procedures for District staff members.

Option 1: Mileage and airfare reimbursement to individual Board members in excess of 600 miles or \$600 in total for any one event (i.e., conferences, workshops, seminars, and conventions) shall require prior approval by a majority of Board members.

Option 2: Travel to locations greater than 300 miles away requires prior approval by a majority of Board members.

Board members may decline their compensation by sending written notification to the District Clerk and Treasurer prior to December 1, that the Board member wishes to refuse his/her salary from January 1 through December 31 in the subsequent year, including any portion of such taxable year that is covered by any additional term of office to which a Board member may be elected or appointed.

Newly elected Board members shall notify the Clerk and Treasurer of their refusal of salary no later than the day on which the Board member takes the official oath of office and before he/she performs any services in his/her capacity as a Board member.

LEGAL REF.: Sections 120.10(3) & (4) Wisconsin Statutes
120.13(16) & (32)
120.43(3)
120.44
120.45
2017 Wisconsin Act 9

APPROVED: July, 1978

REVISED: July, 1979
December, 1981
February, 1983

September, 1985
June 11, 1990
September 11, 2000

December 11, 2000
TBD