

Wisconsin Rapids Board of Education

Personnel Services Committee

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

Troy Bier, Chair Kathi Stebbins-Hintz Elizabeth St.Myers John Krings, President

May 6, 2024

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

Conference Room A/B

Time: Immediately following the Educational Services Committee meeting, but not before 6:15 p.m.

I. Call to Order

II. Public Comment

Persons who wish to address members of the Committee may make a statement pertaining to a specific agenda item. The Committee Chair will establish limits for speakers due to time constraints. Comments made by the public shall be civil in content and tone. Speakers bear the personal risk if comments made are defamatory, slanderous, or otherwise harmful to another individual. Please keep in mind that this is a Committee meeting of the Board open to the public, and not a public hearing.

III. Actionable Items

- A. Appointments
- B. Resignations
- C. Retirements
- D. 2024-2025 Open Enrollment Data Review and Application Approvals
- E. Professional Staff Handbook
- F. Social Worker Administrative Assistant Position
- G. Summer School and Student Worker Compensation

IV. Consent Agenda

V. 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 however, no deliberation or action will be taken by other Committees or the full Board of Education.



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III. Actionable Items

A. Appointments

The administration recommends approval of the following professional staff appointments:

Hailey Augustine Location: WRAMS

Position: Teacher – World Language (1.0 FTE)

Education: Bachelor's – UW Stevens Point – May 2019

Major/Minor: Spanish/ESL Salary: \$46,000

Mikayla Obsuszt Location: Lincoln High School

Position: Teacher Intern – Business (.25 FTE)
Education: Bachelor's – UW Stout – December 2024

Major/Minor: Market & Business Education/Business Administration

Salary: \$4,500

Sarah Lee Location: WRAMS

Position: Teacher – Math (1.0 FTE)

Education: Bachelor's – UW Stevens Point – May 2013

Major/Minor: Elementary Education/Mathematics

Salary: \$53,000

Sohrab Akhavein Location: Lincoln High School

Position: Teacher – Cross Categorical (1.0 FTE) Education: Bachelor's – UW Oshkosh – May 2009

Major/Minor: Special Education

Salary: \$56,000

Erika Dingus Location: Mead Elementary

Position: Teacher – Cross Categorical (1.0 FTE) Education: Bachelor's – UW Eau Claire – May 2024

Major/Minor: Regular Education, Cross Categorical Special Education

Salary: \$45,500

Paige Minton Location: District

Position: Social Worker (1.0 FTE)

Education: Master's – UW Green Bay – May 2024

Bachelor's – UW Green Bay – May 2022

Major/Minor: Social Work/Psychology

Salary: \$50,500

Alice Painter Location: WRAMS

Position: Teacher – Cross Categorical (1.0 FTE)
Education: Bachelor's – UW Stout – May 2022
Major/Minor: Cross Categorical Special Education

Salary: \$47,500

The administration recommends approval of the following non-represented professional staff appointment:

SanJuanita Rodriguez Location: District

Position: School Psychologist (1.0 FTE) Education: EdS – Alverno College – May 2025

Master's – Alverno College – August 2023

Bachelor's - Lakeland University - August 2021

Major/Minor: School Psychology

Salary: \$98,564 (school psychologist's base salary – \$103,752, to be

adjusted as follows: 95% for year one; 97% for year two, 100%

for year three)

The administration recommends approval of the following non-represented support staff appointment:

Jordan Deadwyler Location: District

Position: IT Support Specialist (8.0 hrs/day)

Effective Date: May 6, 2024

Hourly Rate: \$29.51/hour (based on \$31.06/hour wage rate to be adjusted as

follows: 95% for year one; 97% for year two, 100% for year

three)

The administration recommends approval of the following support staff appointments:

Kathryn Campbell Location: RCHS

Position: Education & Career Planning Coordinator (110 days/per year)

Effective Date: August 21, 2024 Hourly Rate: \$159 per day

Tami Natywa Location: Grove Elementary

Position: Cashier (1.0 hr/day) Effective Date: April 29, 2024

Hourly Rate: \$15.11 (starting rate) / \$15.90 (after 60 days)

Tami Natywa Location: Grove Elementary

Positions: Kitchen Helper (2.85 avg hrs/day)

FFVP (1.0 hr/day)

Effective Date: April 29, 2024

Hourly Rate: \$16.65 (starting rate) / \$17.53 (after 60 days)

Julie Kuhn Location: WRAMS

Position: Registrar (7.5 hrs/day)

Effective Date: April 29, 2024

Hourly Rate: \$17.88 (starting rate) / \$18.82 (after 44 days)

B. Resignations

The administration recommends approval of the following professional staff resignations:

Becky Dean Location: Grove Elementary

Position: Teacher – Kindergarten (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 27, 2019

Sierra Frank Location: Grant Elementary

Position: Teacher – Kindergarten (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 27, 2019

Anthony Fannin Location: Lincoln High School

Position: Teacher/Virtual Coordinator – Social Studies (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 24, 2023

Olivia Baehman Location: THINK Academy & Central Oaks Academy

Positon: School Counselor (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 29, 2022

Brittany Handrich Location: Howe Elementary

Position: Teacher – Kindergarten (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 30, 2021

Tony Xiong Location: Grove Elementary

Position: Teacher – Physical Education (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 29, 2022

Samantha Powers Location: Lincoln High School

Position: Teacher – Cross Categorical (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 27, 2019

Kirsten Kissner Location: Woodside Elementary

Position: Teacher – Grade 3 (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: September 13, 2021

Samantha Mellberg Location: Grove Elementary

Position: Teacher – Grade 2 (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 24, 2023

Nelson Bricco Location: Woodside Elementary

Position: Teacher – Grade 4 (1.0 FTE)

Effective Date: June 5, 2024 Date of Hire: August 29, 2022 The administration recommends approval of the following non-represented professional staff resignation:

Destiny Clark Location: District

Position: School Psychologist (1.0 FTE)

Effective Date: June 9, 2024 Date of Hire: August 17, 2022

The administration recommends approval of the following support staff resignations:

Sheila Lynn Location: WRAMS

Position: Registrar (7.5 hrs/day)

Effective Date: April 12, 2024 Date of Hire: December 12, 2023

Dakota Curry Location: WRAMS

Position: Special Education Aide (7.0 hr/day)

Effective Date: June 4, 2024
Date of Hire: September 5, 2023

Lois Schiesser Location: Woodside Elementary

Position: Special Education Aide (7.0 hrs/day)

Effective Date: June 4, 2024 Date of Hire: September 5, 2017

Kayleena Schauff Location: Lincoln High School

Position: Special Education Aide (4.36 hrs/day)

Effective Date: June 4, 2024

Date of Hire: September 14, 2023

Trina McDonald Location: Grove Elementary

Position: Cashier (1.0 hr/day)

Kitchen Helper (2.85 avg hrs/day)

FFVP (1.0 hr/day)

Effective Date: April 11, 2024 Date of Hire: January 3, 2024

Hannah Nelson Location: WRAMS

Position: ELL Aide (7.0 hrs/day)

Effective Date: April 26, 2024 Date of Hire: March 15, 2024

Tina Russell Location: Lincoln High School

Position: Security Aide (7.35 hrs/day)

Effective Date: April 26, 2024

Date of Hire: September 1, 2022

C. Retirements

The administration recommends approval of the following support staff retirements:

Tamara Twait Location: Grant Elementary

Position: Library Aide (6.5 hrs/day)

Effective Date: June 4, 2024 Date of Hire: August 27, 1992

Crystal Giese Location: Washington Elementary

Position: Manager Satellite Kitchen (7.0 hrs/day)

Effective Date: June 5, 2024 Date of Hire: August 27, 1998 Marilyn Nelson Location: Grove Elementary

Position: Manager Satellite Kitchen (6.25 hrs/day)

Effective Date: June 5, 2024 Date of Hire: February 17, 1982

D. 2024-2025 Open Enrollment Data Review and Application Approvals

Currently under open enrollment there are 198 students attending WRPS from other school districts and 405 students who have transferred to other school districts. The District also has an additional 1 nonresident student attending WRPS Project Search under a 66.030 agreement. The following is a history of initial open enrollment applications that have been received:

Initial Open Enrollment Application History

School Year	24-25	23-24	22-23	21-22	20-21	19-20	18-19	17-18	16-17
Transfer In Applications	39	34	42	150	40	34	46	47	60
Transfer Out Applications	108	85	100	78	82	82	96	71	56

The District received 39 applications from parents requesting their child(ren) be allowed to attend the Wisconsin Rapids Public Schools under the Open Enrollment Law, Wis. Stats §118.51, beginning with the 2024-2025 school year. The number of applications received from parents requesting open enrollment approval to attend a school district outside our District is 108.

The administration recommends approval of the Open Enrollment applications under the Open Enrollment Law, pending a review of discipline records and special services needs. (Attachment A)

E. Professional Staff Handbook

Discussion and possible action to approve recommended changes to the Professional Development section in the Professional Staff Employee Handbook. (*Attachment B*)

The administration recommends approval of the proposed changes regarding the Professional Development section found under "Professional Growth" of the Professional Staff Handbook.

F. Social Worker Administrative Assistant Position

Under the guidance of the Families in Transition Coordinator and the Director/Assistant Director of Pupil Services, the Social Worker Administrative Assistant has collaborated with school social workers to address the needs of students experiencing homelessness within our district. This role has been instrumental in supporting the Families in Transition coordinator by executing various tasks, including managing the Focus Family Backpack program, overseeing operations at the WRPS Laundromat, coordinating transportation and reimbursements for the McKinney-Vento Homeless Assistance Act (EHCY) program, and handling other administrative responsibilities as directed by the Families in Transition Coordinator.

Feedback from the school social work team has highlighted the significance of this position, noting that it has allowed them to increase their direct engagement with students. Therefore, the administration recommends continuing the social worker administrative assistant position on an annual basis, with its continuation contingent upon program necessity and the availability of funding. Please note that the hours for this position may fluctuate annually based on funding availability.

For the 2024-2025 school year, funding will be sourced from the Education of Homeless Children and Youth Innovations Grant and Title I Reservation for Homeless Students.

G. Summer School and Student Worker Compensation

Due to increased wages in other hourly jobs it will be difficult to hire summer school and student workers with our current rate.

The administration recommends the following summer school and student worker position pay increases, effective June 1, 2024:

Position	Previous Rate	Proposed New Rate				
Summer Swim Coordinator	\$18.00	\$19.00				
Summer Swim/Community Locker Room Attendant	\$9.50	\$10.50				
Summer Swim Lifeguard	\$11.00	\$12.00				
Summer Swim Instructor/Community Swim Instructor	\$12.00(Year 1), \$12.50(Year 2), \$13.00 (Year 3)	\$13.00(Year 1), \$13.50(Year 2), \$14.00(Year 3)				
Lifeguard/Community Lifeguard	\$11.00	\$12.00				
Head Guard/Community Head Guard	\$15.00	\$16.00				
Summer B & G Cleaner	\$11.00	\$12.00				
Summer B & G Helper	\$12.50(Year 1), \$13.00(Year 2)	\$13.50(Year 1), \$14,00(Year 2)				
Summer School Aide	\$15.00	\$16.00				
Summer School Teacher	\$27.00	\$28.00				
Summer Tennis/Gymnastics	\$9.50	\$10.50				
Technology Support - Summer Helper	\$12.00(Year 1), \$12.50(Year 2+)	\$13.00(Year 1), \$13.50 Year 2+)				
Chromebook Repair Tech - Youth Apprenticeship	\$12.00(Year 1), \$12.50(Year 2+)	\$13.00(Year 1), \$13.50(Year 2+)				
Student Webmaster - Youth Apprenticeship	\$12.00(Year 1), \$12.50(Year 2+)	\$13.00(Year 1), \$13.50(Year2+)				
PAC Technician - Youth Apprenticeship	\$11.30	\$12.30				
PAC Technician	\$11.30	\$12.30				
Buildings and Grounds - Youth Apprenticeship	\$12.00	\$13.00				
Copy Assistant - Work Experience	\$11.00	\$12.00				

IV. 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.

V. Adjournment

															PSC Attachment A May 6, 2024
Resident District															
	PK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Adams Friendship	2	2													2
Auburndale	1	L						1							2
Iola Scandinavia		1													1
Nekoosa	6	5 3	1	1				1	1	1	1			1	16
Oshkosh		1													1
Pittsville				1						1					2
Port Edwards	5	5													5
Stevens Point	1	2	1				2	2							8
Sun Prairie	1	L													1
West Allis - West Milw	a <u>ukee</u>								1						1
Total	16	5 7	2	2	0	0	2	4	2	2	1	0	0	1	39
Non-Resident District	PK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Adams Friendship	1	_													1
Appleton						1	1	2			1				7
Auburndale								1					1		4
Elkhorn Area											1				1
Grantsburg														1	1
McFarland (Virtual)			1		1						1		1	1	5
Medford (Virtual)		1			_				1	1	3	1	_		7
Menasha Joint		_				1			-	-					1
Nekoosa	6	5 3	3	2	2	3	1		1	3	3	2	2	1	32
Northern Ozaukee		1		_	_		_		-					1	2
Pittsville	3												1		4
Port Edwards			1	1	3					3	1		-		19
St Croix Central				_									1	1	2
Stevens Point	9	9 4					1		1		1		1		17
Tomorrow River						1	-		-		-	1	-		3
Wausau		-				-			1		1	-			2
Total	27	7 15	5	3	6	6	3	3	4	7	12	4	7	5	108

PSC May 6, 2024 Attachment B

PROFESSIONAL GROWTH

Requirement to Remain Current: All teachers shall engage in independent and active efforts to maintain high standards of individual excellence. Such efforts shall include keeping current in each specific and applicable area of instruction, Board established curriculum, as well as continuing study of the art of pedagogy. This can be accomplished through several venues such as college course work, professional development offerings through the District, conference/workshop attendance, and study groups.

<u>Professional Development</u>: Teachers will be required to complete at least one day (7.5 hours) of flexible in-service training. Prior to May 1 of each school year, teachers are required to seek approval from their building administrator or staff development facilitator for the alternate inservice training they have selected.