



AGENDA

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

December 2, 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. School Counselor Position
- E. Speech and Language Assessment Specialist
- F. Vaping Prevention and Treatment Initiatives Grant

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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BACKGROUND

Troy Bier, Chair
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Elizabeth St. Myers
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December 2, 2024

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
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Time: Immediately following the Educational Services Committee meeting, but not before 6:15 p.m.

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

The administration recommends approval of the following professional staff appointment:

Kaitlyn Schooley	Location:	Grant Elementary
	Position:	Teacher – School Counselor (1.0 FTE)
	Education:	Master's – Lakeland University - December 2025 Bachelor's – UW Madison – May 2021
	Major/Minor:	School Counseling, Psychology, Social Welfare
	Salary:	\$27,060 – 113 days (\$45,500 total salary)

The administration recommends approval of the following support staff appointments:

Mistique Smithson	Location:	WRAMS
	Position:	Special Education Aide (7.0 hrs/day)
	Effective Date:	November 11, 2024
	Hourly Rate:	\$17.83 (starting rate) / \$18.77 (after 60 days)
Kathy Hoppmann-Felch	Location:	Grant Elementary
	Position:	Noon Duty Aide (2.0 hrs/day)
	Effective Date:	November 7, 2024
	Hourly Rate:	\$15.73 (starting rate) / \$16.56 (after 60 days)

B. Resignations

The administration recommends approval of the following support staff resignations:

Matthias Haschke	Location:	District
	Position:	Title VI Coordinator/Native American Liaison (4.0 hrs/day)
	Effective Date:	November 8, 2024
	Date of Hire:	October 1, 2024
Emily Schwenn	Location:	Howe Elementary
	Position:	Behavioral Interventionist (5.75 hrs/day)
	Effective Date:	December 20, 2024
	Date of Hire:	October 3, 2022

Patti Lang	Location:	Lincoln High School
	Position:	Noon Duty Aide (2.5 hrs/day)
	Effective Date:	November 18, 2024
	Date of Hire:	November 27, 2000

C. Retirements

The administration recommends approval of the following support staff retirements:

Diane Glaza	Location:	Lincoln High School
	Position:	Security Aide (7.58 hrs/day)
	Effective Date:	January 17, 2025
	Date of Hire:	September 24, 2007

Jane Lubeck	Location:	WRAMS
	Position:	Secretary (7.5 hrs/day)
	Effective Date:	February 28, 2025
	Date of Hire:	March 14, 2001

D. School Counselor Position

The administration is recommending hiring a school counselor for the secondary buildings through the use of the School-Based Mental Health Services (SBMHS) funds. This addition is critical to supporting the mental health needs of our students, ensuring a proactive approach to addressing their well-being.

The SBMHS grant program is designed to address systemic challenges schools face in supporting student and staff well-being. It provides funds to establish a proactive system that benefits all students. Allowable costs include hiring personnel engaged in mental health-related work, such as Student Service staff licensed by the Department of Public Instruction (DPI).

The State of Wisconsin's transition of the SBMHS grant to a per-pupil allocation model provides WRPS with a remaining balance of \$239,511.23 for the 2024-25 school year, including carryover funds from 2023-24. This funding presents an opportunity to expand mental health services in the district.

WRPS currently serves 160 students with 504 plans, 130 of whom are at the secondary level. The significant time investment in developing and implementing these plans has limited counselors' capacity to meet broader student mental health needs effectively.

Adding a school counselor at the secondary level would allow the District to enhance its ability to proactively address students' diverse mental health needs, ensure support for all students and alleviate the workload on current counseling staff, enabling them to dedicate more time to mental health services.

The administration recommends hiring a secondary school counselor position to be paid from the School-Based Mental Health Grant. This position will be evaluated for continuation after two years based on effectiveness and available grant funds.

E. Speech and Language Assessment Specialist

Under the direction of the Director of Pupil Services, the Speech and Language Assessment Specialist would work with appropriate staff to complete required evaluations in a timely manner. This position must have experience administering a variety of speech and language assessments as well as an understanding of current IEP compliance standards. They must have the ability to communicate with staff regarding standards and regulations. This position will be paid using funds from the IDEA Flow-through budget.

The administration recommends the hiring of a Speech and Language Assessment Specialist at the rate of \$25.00 an hour for approximately 8 hours per week.

F. Vaping Prevention and Treatment Initiatives Grant

Tracy Ginter, Principal at WRAMS, partnered with the Marathon County Health Department during the 2023-2024 school year to help secure the Nicotine Prevention Alliance of Central Wisconsin's grant proposal which focused on vaping prevention and treatment initiatives. This partnership resulted in WRAMS being awarded \$2,400 to facilitate the implementation of a Vaping Prevention and Treatment Initiatives (VPTI) grant.

This grant is time intensive and compensates the facilitator \$1,900 to: attend meetings with the Marathon County Health Department to stay updated on best practices, receive guidance, and discuss program progress, researching and identifying suitable alternative to suspension and citation programs that align with WRAMS' needs and goals, recruiting and training staff members to implement the chosen programs and ensuring that these facilitators have the necessary skills and knowledge to effectively carry out their roles.

To evaluate the effectiveness of the VPTI grant, the following performance measures will be tracked: number of students violating school tobacco/nicotine policy, number of students referred to alternative to suspension and citation programs, percentage of students that complete alternative to suspension programming and percentage of reoccurring violations, administer the student evaluation to participants and update the student handbook to include alternative to suspension and citation program as a method of enforcement in response to school tobacco/nicotine policy. The remainder of the grant will be used to cover costs related to supplies and training registrations.

The administration recommends the approval of a one-time stipend of \$1,900 for the facilitator of the Vaping Prevention and Treatment Initiatives grant.

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