



MINUTES

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

August 7, 2017

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

Time: 6:00 p.m.

Committee Members Present: Sandra Hett, Anne Lee, and Mary Rayome

Others Present: Craig Broeren and Ryan Christianson

I. Call to Order

Sandra Hett called the meeting to order at 6:00 p.m.

II. Public Comment

There was no public comment.

III. Actionable Items

A. Appointments

PS – 1 Motion by Mary Rayome, seconded by Anne Lee to approve the following professional staff appointments:

- Jackie Rusch Location: Lincoln High School Position: Teacher
Jane Thomas Location: Lincoln High School Position: Teacher
Amy Manhardt Location: East Junior High School Position: Teacher

Motion carried unanimously.

PS – 2 Motion by Anne Lee, seconded by Mary Rayome to approve the following non-represented, certified staff appointment:

- Trina Sydorowicz Location: District Position: School Nurse

Motion carried unanimously.

PS – 3 Motion by Mary Rayome, seconded by Anne Lee to approve the following support staff appointments:

- Ashlee Bloyd Location: Woodside Elementary School Position: Special Education Aide
Lois Schiesser Location: Woodside Elementary School Position: Special Education One-on-One Aide

Roxanne Fuller	Location:	Lincoln High School
	Position:	Baker
Pamela Walker	Location:	Mead Elementary Charter School
	Position:	Noon Aide
Shelley Moon	Location:	Mead Elementary Charter School
	Position:	Special Education Aide
Nichole Maybee	Location:	Mead Elementary Charter School
	Position:	Noon Aide

Motion carried unanimously.

B. Resignations

PS – 4 Motion by Anne Lee, seconded by Mary Rayome to approve the following support staff resignations:

Dana Laskowski	Location:	Woodside Elementary School
	Position:	Special Education Aide
Amanda Bohn	Location:	Woodside Elementary School
	Position:	Special Education Aide
Carrie Lau	Location:	Lincoln High School
	Position:	Baker
San Juanita Rodriguez	Location:	Grove Elementary School
	Position:	Instructional Aide
Pa Mee Xiong	Location:	Grove Elementary School
	Position:	Bilingual Aide

Motion carried unanimously.

C. Retirement

PS – 5 Motion by Mary Rayome, seconded by Anne Lee to approve the following support staff early retirement:

Noel Strobe	Location:	WRAMS
	Position:	Special Education Aide

Motion carried unanimously.

D. Employee Wage and Benefit Compensation Considerations

PS – 6 Motion by Anne Lee, seconded by Mary Rayome to approve a 2017-18 wage increase of 1.40% for confidential secretaries, retroactive to July 1, 2017.

Motion carried unanimously.

PS – 7 Motion by Mary Rayome, seconded by Anne Lee to approve the elimination of the eyecare/physical exam benefit for confidential secretaries, effective July 1, 2017.

Motion carried unanimously.

PS – 8 Motion by Anne Lee, seconded by Mary Rayome to approve a benefit adjustment for confidential secretaries to take effect with the 2017-18 employment year, which eliminates the Good Friday holiday and adds language to provide confidential secretaries with one additional vacation day annually after 20 years of service with the District.

Motion carried unanimously.

PS – 9 Motion by Mary Rayome, seconded by Anne Lee to approve a benefit adjustment for confidential secretaries to take effect with the 2017-18 employment year, changing the Early Retirement Health Insurance section of confidential secretaries' Employee Benefit document to provide confidential secretaries the same early retirement health insurance benefit as offered to teachers.

Motion carried unanimously.

PS – 10 Motion by Mary Rayome, seconded by Anne Lee to approve a 2017-18 total base wage increase of 1.26% for office/clerical and aide support staff retroactive to July 1, 2017, and incorporating a differentiated distribution of the total base wage increase to individual employees by job classifications as presented by administration.

Motion carried unanimously.

PS – 11 Motion by Anne Lee, seconded by Mary Rayome to approve increasing individual office/clerical support staff hourly wage rates for year-round employees as presented by administration, retroactive to July 1, 2017.

Motion carried unanimously.

E. Supplemental Pay for Professional Staff Employees

PS – 12 Motion by Mary Rayome, seconded by Anne Lee to approve a recurring supplemental wage increase of \$5,000 for Ryan Kindschy beginning with the 2017-18 school year.

Motion carried unanimously.

PS – 13 Motion by Mary Rayome, seconded by Anne Lee to approve a recurring supplemental wage increase of \$5,000 for Miranda Moody beginning with the 2017-18 school year.

Motion carried unanimously.

PS – 14 Motion by Anne Lee, seconded by Mary Rayome to approve the Director of Human Resources, at his/her discretion for the purposes of employee retention and with Superintendent approval, the authority to issue a recurring supplemental wage increase to individual professional staff employees in an amount not to exceed \$5,000.

Motion carried unanimously.

F. Substitute Teacher Pay

PS – 15 Motion by Mary Rayome, seconded by Anne Lee to approve a wage increase for substitute teachers from a rate of \$106/day to a rate of \$120/day beginning with the start of the 2017-18 school year.

Motion carried unanimously.

IV. Updates and Reports

A. Employee Assistance Program Activity and Utilization Update

The Committee was updated on the school district's utilization of the Employee Assistance Program (EAP) for the first six months of 2017 (January 1 – June 30).

B. 2017-18 Professional Staff Hiring Update

The Committee was provided an update on the hiring of new professional staff for the 2017-18 school year. The Committee was also provided an update on current professional staff vacancies in the district and the status on filling those vacancies.

V. Consent Agenda

- Motions:
- PS – 1 Professional Staff Appointments
 - PS – 2 Non-represented, Certified Staff Appointment
 - PS – 3 Support Staff Appointments
 - PS – 4 Support Staff Resignations
 - PS – 5 Support Staff Early Retirement
 - PS – 6 Wage Increase for Confidential Secretaries
 - PS – 7 Benefit Adjustment for Confidential Secretaries
 - PS – 8 Benefit Adjustment for Confidential Secretaries
 - PS – 9 Benefit Adjustment for Confidential Secretaries
 - PS – 10 Wage Increase for Office/Clerical and Aide Support Staff
 - PS – 11 Wage Increase for Office/Clerical Support Staff
 - PS – 12 Supplemental Wage Increase
 - PS – 13 Supplemental Wage Increase
 - PS – 14 Supplemental Wage Increase
 - PS – 15 Substitute Teacher Pay

VI. Adjournment

Ms. Hett adjourned the meeting at 7:01 p.m.