



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

October 3, 2016

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. Retirements
- IV. Policy Review and Approval
 - A. Board Policy 345.5 Graduation Requirements
- V. Compensation Review and Approval
 - A. Substitute Food Service Compensation
- VI. Consent Agenda
- VII. 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
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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:

Nikendra Cerveny	Location: Mead Elementary Charter School Position: Special Education Aide (7.0 hrs/day) Effective: September 26, 2016 Hourly Wage: \$14.17 (starting rate) / \$14.91 (after 60 days)
Rachel Teeselink	Location: Washington Elementary School Position: Noon Aide (1.5 hrs/day) Effective: September 19, 2016 Hourly Wage: \$12.17 (starting rate) / \$12.81 (after 60 days)
Megan Follett	Location: Woodside Elementary School Position: Noon Aide (1.75 hrs/day) Effective: September 15, 2016 Hourly Wage: \$12.17 (starting rate) / \$12.81 (after 60 days)
Kerry Fox	Location: Woodside Elementary School Position: Noon Aide (1.75 hrs/day) Effective: September 15, 2016 Hourly Wage: \$12.17 (starting rate) / \$12.81 (after 60 days)
Joanne Smaby	Location: Lincoln High School School Position: Noon Aide (2.5 hrs/day) Effective: September 12, 2016 Hourly Wage: \$12.17 (starting rate) / \$12.81 (after 60 days)
Judy Fuller	Location: WRAMS Position: Food Service – Helper (3.5 hrs/day) Effective: September 19, 2016 Hourly Wage: \$14.38
Stephanie Hoerth	Location: Lincoln High School Position: Cashier (2.25 hrs/day) Effective: October 3, 2016 Hourly Wage: \$10.90 (starting rate) / \$11.47 (after 60 days)

Amanda Grant	Location:	Mead Elementary Charter School
	Position:	Kitchen Helper (2.0 hrs/day)
	Effective:	September 26, 2016
	Hourly Wage:	\$13.66 (starting rate) / \$14.38 (after 60 days)
Michelle Zimmerman	Location:	Washington Elementary School
	Position:	Office Aide (1.0 hr/day)
	Effective:	September 16, 2016
	Hourly Wage:	\$14.09
Pam Walker	Location:	Mead Elementary Charter School
	Position:	Breakfast Cashier (1.0 hr/day)
	Effective:	October 3, 2016
	Hourly Wage:	\$10.90 (starting rate) / \$11.47 (after 60 days)
Linda Pappenfus	Location:	Washington Elementary School
	Position:	Kitchen Helper (2.5 hrs/day)
	Effective:	September 28, 2016
	Hourly Wage:	\$13.66 (starting rate) / \$14.38 (after 60 days)

B. Retirements

The administration recommends approval of the following support staff retirements:

Keith Wosick	Location:	District
	Position:	Relief Custodian (8.0 hrs/day)
	Effective:	October 25, 2016
	Hire Date:	June 17, 1986

IV. Policy Review and Approval

A. Board Policy 345.5 Graduation Requirements

The policy was reviewed and approved for first reading at the Board meeting in September 2016. The administration recommends approval of Board Policy 345.5 Graduation Requirements for second reading. (*Attachment A*)

V. Compensation Review and Approval

A. Substitute Food Service Compensation

Discussion with possible action on a recommendation for a pay increase for food service substitutes to take effect beginning with the start of the 2016-17 school year.

VI. 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.

VII. Adjournment

345.5 GRADUATION REQUIREMENTS

In order to be eligible for a high school diploma from the Wisconsin Rapids Public School District, students must meet the following graduation requirements:

1. Students must earn 24 credits to graduate from Lincoln High School, and 21.5 credits to graduate from River Cities High School in grades 9-12. Students who have completed goals on the IEP or Section 504 Plan, completed individual English as a Second Language goals, completed goals on a Differentiated Plan through the Gifted and Talented program, or completed the requirements of the High School Equivalency Diploma (HSED) at River Cities High School, may also be awarded a diploma.

2. In order to graduate from Wisconsin Rapids Public Schools, a student must earn the following credits in grades 9-12: ~~(beginning with the class of 2017)~~

English	4.0 credits
Mathematics	3.0 credits
Science	3.0 credits
Social Studies	3.0 credits
Physical Education	1.5 credits
Health5 credits
IT Fundamentals I5 credits (beginning with the class of 2018)
Financial Literacy5 credits
Electives - Lincoln	8.5 credits (8.0 beginning with the class of 2018)
Electives - River Cities	6.0 credits (5.5 beginning with the class of 2018)

3. **In order to graduate from Wisconsin Rapids Public Schools, a student must take and pass the “Civics Exam” comprised of questions that are identical to questions that may be asked of an individual applying for U.S. Citizenship by the United States Citizenship and Immigration Services. A statement shall be included in the Individualized Education Plan (IEP) of students with disabilities stating whether or not they will take the test, and if necessary, take the test with accommodations. If a student’s IEP includes a statement that it is not appropriate to administer the Civics Exam to the student, the completion of the Civics Exam is not a condition of graduation for that student.**

4. Students transferring from non-accredited schools must attend the full senior year in Wisconsin Rapids Public Schools in order to obtain a diploma.

- ~~4.~~ 5. Students will be enrolled in a class or participating in an activity approved by the School Board during each class period of each day unless the pupil is enrolled in an alternative education program as defined by Wis. Stat. 115.28(7)(e)(1), or has exhibited a high level of maturity and personal responsibility referenced in Wis. Stat. 118.33(1)(b) and as determined by building procedures.

- ~~5.~~ 6. Exceptions to these requirements are outlined below:

- a. Students may be eligible for early graduation in accordance with Board Policy 345.52.
- b. Students transferring from another school system who have completed four or more semesters of course work and have made normal progress toward graduation will have their credit requirements determined by the high school principal and counseling staff. All other such transfer students will meet regular District credit requirements.
- c. Students transferring into the District from a home-based private educational program may be eligible for a high school diploma if they have met the District credit requirements, and have successfully completed at least their full senior year in Wisconsin Rapids Public Schools.
- d. The high school principal may determine eligibility for a diploma for students who have demonstrated a level of proficiency in required credited subjects (Wisc. Stat. 118.33(d)(2)).

- ~~6.~~ 7. The high school principal shall be responsible for ensuring that students meet the requirements necessary for high school graduation. Decisions related to requirements, graduation, or participation in the graduation ceremony is the responsibility of the high school principal. Accommodations may be made for students with exceptional educational interests, needs or requirements in accordance with established guidelines.

~~7.~~ 8. Participation in the graduation ceremony is a privilege. Students must comply with the established building procedures to participate. Students and their parents/guardians shall be kept informed of the students' graduation status at regularly scheduled intervals.

~~8.~~ 9. Any appeal of the decision made not to award a diploma would be made to the Superintendent of Schools.

~~9.~~ 10. The Superintendent (or his/her designee) shall be responsible for the general supervision and management of the graduation of students under this policy.

The Superintendent (or his/her designee) shall develop, review, and recommend policies so that the schools of the District can help prepare students to satisfy the criteria in this policy and otherwise implement this policy.

The Superintendent (or his/her designee) shall develop practices and procedures to inform students and parents/guardians of the policy requirements and to inform students and parents/guardians of the academic progress of students.

~~10.~~ 11. The School District of Wisconsin Rapids does not discriminate on the basis of gender, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, gender identity, gender expression, physical, mental, emotional or learning disability or handicap.

Legal references:

Wisconsin Statutes:		Administrative Code	
115.28	Alternative Education Program	PI8	School District Standards
115.77(bg)	Children with Disabilities	PI9	Pupil Nondiscrimination
115.915	School Age Parent	PI11	Children With Disabilities
115.97	Bilingual-bicultural Education Programs	PI13	Limited English Proficient Pupils
118.15	Compulsory School Attendance	PI18	High School Graduation Standards
118.153	Children At-Risk	PI19	Education for School Age Parents
118.30	Pupil Assessment	PI25	Children At-Risk Plans and Program
118.33	High School Standards: Criteria for Promotion	PI40	Youth Options Programs
118.35	Gifted & Talented Programs		
120.12(22)	Advanced Placement Examinations		
121.02	School District Standards		

CROSS REFERENCES: 345.52 – Early Graduation
420 Rule – Guidelines for Transfer Students

APPROVED: July 9, 2001

REVISED: November 11, 2002
January, 2004
April 13, 2015
TBD