



# Wisconsin Rapids Board of Education

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

## MINUTES

John A. Krings, President  
John Benbow, Jr.  
Larry Davis  
Sandra K. Hett  
Anne Lee  
Katie Medina  
Mary E. Rayome

August 14, 2017

### REGULAR BOARD OF EDUCATION MEETING

LOCATION: Thomas A. Lenk Educational Center, 510 Peach Street, Wisc. Rapids, WI 54494  
Conf. Rm. A/B

TIME: 6:00 p.m.

BOARD MEMBERS PRESENT: John Krings, Sandra Hett, Mary Rayome, Larry Davis, Katie Medina

EXCUSED: Anne Lee, John Benbow

ADMINISTRATION PRESENT: Craig Broeren, Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Matt Green, Elizabeth Severson, Ed Allison, Steve Smith, Elizabeth Severson, Phil Bickelhaupt

MEDIA PRESENT: Jesse Austin – River Cities Community Access

President John Krings called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Roll Call

Mr. Krings took a moment to formally introduce and welcome Craig Broeren to WRPS as the new Superintendent.

#### Special Presentation – AmeriCorps “Farm to School” Program

Elizabeth Severson, Director of Food Services, introduced Megan Rheaume, Brand Nutrition Educator and Alex Maves, Community Outreach Coordinator for the AmeriCorps “Farm to School” program. Ms. Rheaume and Ms. Maves presented information about the program, including its mission: *To combat obesity by bringing fresh local foods into schools, delivering nutrition and agriculture education lessons, and through work and education in school gardens.* A variety of methods utilized for community outreach and education in WRPS classrooms was shared.

The Board expressed appreciation for the presentation, and the efforts of staff involved in the “Farm to School” program.

#### Approval of Minutes

**Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of July 10, 2017. Motion carried unanimously.**

#### Comments from Citizens and Delegations

None.

#### Committee Reports

A. Business Services Committee – August 7, 2017. Report given by Katie Medina.

Ms. Medina reviewed the following consent agenda items brought before the Board through the Business Services Committee, and asked if there were any motions to be held.

BS-1 Approval of a proposal for the 66.03.01 cooperative agreement for students attending the Virtual program from the Adams-Friendship, Eau Claire, Necedah, Port Edwards, Stevens Point, and Tri-County School Districts.

BS-2 Approval of Policy 840 – Public Gifts to the Schools for first reading.

BS-3 Approval of Policy 851 – Advertising in the Schools for first reading.

**Motion by Katie Medina, seconded by Larry Davis to approve consent agenda items BS 1-3. Motion carried unanimously.**

Ms. Medina provided updates and reports on:

- Purchases of software licensing, police liaison services, and a contract to run fiber cable to the hockey building on the Lincoln High School campus.

**Motion by Katie Medina, seconded by Larry Davis to approve the balance of the Business Services Committee report and minutes of the regular August 7, 2017, Business Services Committee meeting. Motion carried unanimously.**

B. Personnel Services Committee – August 7, 2017. Report given by Sandra Hett.

Ms. Hett reviewed the following consent agenda items brought before the Board through the Personnel Services Committee, and asked if there were any motions to be held.

- PS-1 Approval of the professional staff appointments of Jackie Rusch (Teacher – Lincoln), Jane Thomas (Teacher – Lincoln), and Amy Manhardt (Teacher – Lincoln).
- PS-2 Approval of the non-represented, certified staff appointment of Trina Sydorowicz (School Nurse – District).
- PS-3 Approval of the support staff appointments of Ashlee Bloyd (Special Ed Aide – Woodside), Lois Schiesser (Special Ed Aide – Woodside), Roxanne Fuller (Baker – Lincoln), Pamela Walker (Noon Aide – Mead), Shelley Moon (Special Ed Aide – Mead), and Nichole Maybee (Noon Aide – Mead).
- PS-4 Approval of the support staff resignations of Dana Laskowski (Special Ed Aide – Woodside), Amanda Bohn (Special Ed Aide – Woodside), Carrie Lau (Baker – Lincoln), San Juanita Rodriguez (Instructional Aide – Grove), and Pa Mee Xiong (Bilingual Aide – Grove).
- PS-5 Approval of the support staff early retirement of Noel Strobe (Special Ed Aide – WRAMS).
- PS-6 Approval of a 2017-18 wage increase of 1.40% for confidential secretaries, retroactive to July 1, 2017.
- PS-7 Approval of the elimination of the eyecare/physical exam benefit for confidential secretaries, effective July 1, 2017.
- PS-8 Approval of 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.
- PS-9 Approval of 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.
- PS-10 Approval of 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.
- PS-11 Approval of increasing individual office/clerical support staff hourly wage rates for year-round employees as presented by administration, retroactive to July 1, 2017.
- PS-12 Approval of a recurring supplemental wage increase of \$5,000 for Ryan Kindschy beginning with the 2017-18 school year.
- PS-13 Approval of a recurring supplemental wage increase of \$5,000 for Miranda Moody beginning with the 2017-18 school year.

- PS-14 Approval of 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.
- PS-15 Approval of 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 by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1-15. Motion carried unanimously.**

Ms. Hett provided updates and reports on:

- 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).
- An update on the hiring of new professional staff members for the 2017-18 school year was shared, along with an update on the status of filling current professional staff vacancies.

**Motion by Sandra Hett, seconded by Larry Davis to approve regular Personnel Services Committee meeting minutes of August 7, 2017. Motion carried unanimously.**

**Motion by Sandra Hett, seconded by Mary Rayome to approve special open and closed session Personnel Services Committee meeting minutes of July 5, 2017. Motion carried unanimously.**

C. Educational Services Committee – August 7, 2017. Report given by Mary Rayome.

Ms. Rayome reviewed the following consent agenda items brought before the Board through the Educational Services Committee, and asked if there were any motions to be held:

- ES-1 Approval of the contract with Renaissance Learning for purchase of STAR Math and STAR Reading for the 2017-18 school year in the amount of \$28,178.56, to be paid for from referendum funds.
- ES-2 Approval of the contract set out in Attachment B between WRPS and the City of Wisconsin Rapids, allowing the District to utilize the pond and property surrounding it.

**Motion by Mary Rayome, seconded by Katie Medina to approve consent agenda items ES 1-2. Motion carried unanimously on a roll call vote.**

Ms. Rayome provided updates and reports on:

- Seclusion and restraint statistics for the 2016-17 school year

**Motion by Mary Rayome, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the August 7, 2017 Educational Services Committee meeting. Motion carried unanimously.**

Agenda Referrals/Information Requests

The Board had no new referrals or information requests. Superintendent Broeren updated the Board on the status of their request from July, 2017 for numbers relative to the 2017 summer feeding program, explaining that the information would be available when the program concludes at the end of August.

Legislative Agenda

In Mr. Benbow's absence, Superintendent Broeren provided an update about the State budget negotiations being delayed as conversations in the Legislature have been focused on the Foxconn deal. Also, several educational related bills have been introduced which appear to more policy oriented with little fiscal impact to districts, such as one related to licensure.

Bills

**Motion by Mary Rayome, seconded by Larry Davis to note July, 2017 receipts in the amount of \$1,138,397.87 and approve July, 2017 disbursements from June, 2016-17 books in the amount of \$1,823,640.10; and July disbursements from July, 2017-18 books in the amount of \$2,962,203.66. Motion carried unanimously on a roll call vote.**

New BusinessEmployee Appointment, Resignation, Retirement Requests

Dr. Christianson presented the following non-represented, certified staff appointment recommendation:

Natasha Neukirchen	Location:	District
	Position:	School Nurse
	Effective Date:	September 5, 2017
	Salary:	\$41,060

Dr. Christianson presented the following support staff resignation recommendations:

Gloria Voight	Location:	Mead
	Position:	Noon Aide (1.5 hrs/day)
	Effective Date:	August 10, 2017
	Date of Hire:	October 6, 2011
Sher Thao	Location:	WRAMS
	Position:	Bilingual Aide (7.0 hrs/day)
	Effective Date:	August 9, 2017
	Date of Hire:	September 2, 2014
Theresa Weier	Location:	Washington
	Position:	Special Ed Aide (7.0 hrs/day)
	Effective Date:	August 14, 2017
	Date of Hire:	January 25, 2001

**Motion by Mary Rayome, seconded by Sandra Hett to approve of the one certified staff appointment and three support staff resignation recommendations as presented. Motion carried unanimously.**

Proposed Corrective Action Plan – OCR Case #05161217

Phil Bickelhaupt, Director of Technology, provided an overview of the next steps involved in meeting the parameters set out in the Office for Civil Rights (OCR) “Resolution Agreement” related to Case #05161217. In June, 2017, a report was submitted to OCR which contained the result of a District audit of the WRPS webpage. Additionally, a “Proposed Corrective Action Plan” was also submitted to OCR for their approval.

In late July, the District received notification from OCR that the audit satisfied the requirements of the Agreement, and that the Proposed Corrective Action Plan was approved. The next step in the process is to provide reports and documentation establishing that the approved Corrective Action Plan is being implemented according to the approved schedule. Reports will be due to OCR every six months thereafter until the Corrective Action Plan has been completed. The established timeline in the Plan has intermediate dates of completion in January, 2018 and July, 2018; with a final completion date in January, 2019. The OCR noted in their July response that “WRPS has made significant steps to provide accessible web pages.”

Mr. Bickelhaupt recommends Board approval of the Proposed Corrective Action Plan and affiliated procedures to respond to the OCR case.

**Motion by Larry Davis, seconded by Katie Medina to approve of the “Corrective Action Plan” and proposed procedures to respond to OCR Case #05161217. Motion carried unanimously.**

Resolution Awarding the Sale of \$11,500,000 General Obligation Promissory Notes

Daniel Weigand, Director of Business Services, explained that the Board approved a State Trust Fund loan in July, 2017 in the amount of \$11,500,000 at an interest rate of 3.5% per annum for the purpose of financing energy efficiency and capital improvement projects. District administration has since had the opportunity to investigate the possibility of securing a private loan at a lower rate, which could save the District approximately \$700,000-\$800,000. The loan could be prepaid at any time without penalty. Superintendent Broeren clarified that only one loan would be utilized. Once funds are secured through the private loan, at a future meeting the administration will recommend rescinding the Board motion from July which approved the State Trust Fund loan. The Board had an opportunity to ask questions concerning the recommendation.

**Motion by Larry Davis, seconded by Katie Medina to approve of a Resolution awarding the sale of \$11,500,000 General Obligation Promissory Notes from ZB, N.A., at a net interest cost of 2.12% for the purpose of financing energy efficiency and capital improvement projects. Motion carried unanimously on a roll call vote.**

Approval of Architect and Construction Manager for WRAMS Phase 2 Project

Mr. Broeren explained that in reviewing previous Board minutes from the past several months, the Board took action to approve the Phase 2 project for the Wisconsin Rapids Area Middle School (WRAMS) and associated estimated budget; however, formal approval of continuing with Plunkett Raysich Architects (PRA) and Miron Construction has not yet occurred. For the sake of continuity and clarity, as well as the likely significant cost savings of utilizing these firms since they are already involved in the Phase 1 project at Lincoln High School, the administration recommends utilizing PRA and Miron for the completion of Phase 2.

**Motion by Katie Medina, seconded by Mary Rayome to approve of using Plunkett Raysich Architects and Miron Construction for the District Phase 2 project at Wisconsin Rapids Area Middle School. Motion carried unanimously.**

Potential Approval of Revised Cost Estimate for Phase 2 Project Completion

Mr. Broeren shared an updated cost analysis from PRA for the Wisconsin Rapids Area Middle School (WRAMS) project. The original estimated budget amount for the project which the Board approved in April, 2017 is \$7,900,000. For a variety of reasons, a new cost analysis raises the cost of the project by \$1,160,200 for a total updated cost of 9,060,200. The administration has been holding conversations with PRA, Miron, and Nexus to determine what is driving the additional cost. Factors contributing to the updated cost estimate include: a) plumbing, mechanical, electrical and engineering dollars are significantly higher than originally estimated potentially because PRA underestimated what the numbers might be on the original bid; b) the original bid contained specifications for univents to be installed in classrooms in the new addition. Univents are the cheapest equipment that can be installed, and they do not allow for air recirculation or promote the cleanest indoor air quality possible. New school construction projects in today's day and age typically have a more efficient, cost effective displacement system installed to allow for constant air recirculation, resulting in a cleaner, better educational learning environment.

Additionally, another item not contained in the original bid for the WRAMS project is sprinkler costs for the new addition. Original gym seating capacity was bid out for 240 occupants; however, with an anticipated class size of over 300, the gym seating capacity was increased to 400 in order to more appropriately accommodate the entire class. This change in building plans then required the 400 capacity gym, and classrooms, to now have sprinklers installed. The water line alone needing to be brought into the building to accommodate the system is anticipated to cost an estimated \$180,000.

Part of the renovation includes additional gym space at one height, as well as the new classroom addition which is at a different height and includes a mezzanine for HVAC and related equipment. Additional roofing reinforcement is necessary for these differentiated roofline heights of the building to be code compliant, and to withstand anticipated snow loads on the roof due to potential drifting in the winter months. The additional cost estimate for this reinforcement is \$75,000-\$150,000 due to asbestos testing and potential abatement.

Lastly, the soft costs (intercom system expansion, classroom equipment, AV and technology such as smartboards, computers, etc.) allocated in the initial project estimate were not completely ferreted out, and were minimally budgeted (\$35,000-\$50,000) for as a result. A revised estimate for these costs has been included in the recommendation.

While the original approved construction project amount was \$7,900,000 and an additional estimated cost of \$1,160,200 is anticipated to be needed to complete the Phase 2 project, the administration recommends approval of a revised cost estimate of \$9,200,000 to ensure that any additional unanticipated expenses have funds available to cover it. In conversations with PRA, Mr. Broeren has been told that construction bids are anticipated to come in either within that range, or possibly lower than expected. Mr. Weigand explained that he projects the additional expense will be able to be covered from the regular District budget as well as through borrowing from District Fund balance one year, with the intent of paying the dollars back in the following year.

The Board took the opportunity to ask questions concerning the revised project estimate and recommendation.

The Board allowed public comment to be made by Jeremy Wicke, Business Manager for the International Association of Heat and Frost Insulators and Allied Workers Local 127. Mr. Wicke expressed concerns about the District potentially utilizing nonqualified contractors for insulation installation on the Lincoln High School

construction project. Ed Allison, Director of Buildings and Grounds, explained that Miron Construction bid out the project, and Tweet-Garot Mechanical subcontracted the insulation install to Robinson Brothers who bid the project out at \$20,000 less than a competitor. Project leaders on-site have been reviewing the installation by Robinson Brothers and have no concerns with the quality of their work or materials. Furthermore, the District has had a long-standing history of working with Robinson Brothers, trusting them to handle the District's asbestos abatement. Mr. Allison expressed confidence in standing behind their work. Mr. Broeren stated that the District wholeheartedly supports the use of qualified contractors who meet industry standards on every project because ultimately, the learning environment in a classroom impacts students. While Mr. Broeren can appreciate the credentialing program utilized by Local 127 to turn out qualified installers, he also believes that it is possible to have contractors who have not been certified through the Local 127 program do a "Grade A" job as well. When the WRAMS project is bid out, qualified contractors will again be sought out and ultimately the most cost effective contractor who can perform the work will be selected, regardless of whether or not they are certified.

**Motion by Katie Medina, seconded by Larry Davis to approve a revised cost estimate of \$9,200,000 for the Phase 2 Wisconsin Rapids Area Middle School construction project. Motion carried unanimously on a roll call vote.**

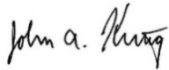
Update on Phase 1 Construction Project at Lincoln High School

Mr. Broeren provided an update on the progress of the Phase 1 construction project at Lincoln, and explained that the administration is not requesting action to approve a revised cost estimate for project completion. It is anticipated that the cost for renovations at Lincoln will not exceed the estimate of \$9,500,000 already approved by the Board.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 6:57 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk