



## 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

May 14, 2018

#### 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: Larry Davis, John Krings, Sandra Hett, Anne Lee, Katie Medina, Mary Rayome

BOARD MEMBERS EXCUSED: John Benbow

ADMINISTRATION PRESENT: Craig Broeren, Daniel Weigand, Kathi Stebbins-Hintz, Matt Green, Ed Allison, Elizabeth Severson

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

On behalf of the Board of Education, President Krings acknowledged “Teacher Appreciation Week” and expressed deep gratitude for the talented teachers at WRPS who make a difference every day for students, and also thanked the administration and support staff including clerical/aide, food service, and custodial/maintenance personnel employees for their contributions in the lives of youth each day.

#### Special Presentation

Valerie DeVries-Polman and Laura Cronan, co-advisors for the East Jr. High “Family, Career, and Community Leaders of America” (FCCLA) organization, introduced students Samantha Schaefer and Hailee Lenzo, recipients of a gold medal award at a regional FCCLA competition in February. After moving on to compete and do well at the state level, the students have since been invited to compete at the national level in Atlanta, Georgia this summer. Hailee and Samantha showcased their leadership skills by presenting their award-winning service learning project named “Sew Kind” to Board members. The Board expressed their support and appreciation for the students’ technical and leadership skills, as well as the great compassion that was displayed by the students through the project.

#### Student Representative’s Report

Desiree Alu reported on the following:

- DECA students competed at the International Career Development Conference (ICDC) in Atlanta, Georgia recently, and student Nathan Hepp medaled in “Role Play 1” in Sports & Entertainment Marketing
- Students competing at the state Student Council conference held in Green Bay won first place
- Student Zachary Wendt is a National Merit Scholar, and Zachary Kozlowski earned the Kohl Excellence Scholarship
- Twelve seniors recently signed letters of intent for various college sports
- Spring sports teams are quite busy as they try to make up games postponed by inclement spring weather
- Students at Lincoln have been meeting with Principal Rasmussen over concerns they have with the new schedule change taking effect for 2018-19 – some of the concerns include:

- Students now leaving early for sports will be missing the majority of their 5<sup>th</sup> hour class versus the Intervention/Enhancement (I/E) time
- Externships, Youth Apprentice, and work release programs will be cut short with the change
- With I/E scheduled in the middle of the day, students will not have the opportunity to take tests as they did before since they will need to finish up and get to their next class on time
- Students with disruptive behavior or skipping out at the end of the day under the current I/E schedule will still be a concern, and it is possible that the attendance for these students will worsen as they potentially skip first hour class time under the new schedule
- Freshman without privileges will be stuck in an I/E period with a teacher that they do not even have, and they may not get the help they need in certain subject areas
- Students will never see their traveling teachers now during I/E time to get extra help as necessary
- The student parking lot at Lincoln will be even more chaotic with everyone getting done at the same time every day, and factoring in even more cars as freshman parents pick up students
- Wednesday late starts do not benefit team schedules as students would still not be able to sleep in one day out of the week – the only students this would benefit, if at all, are those who can drive or have flexible rides to school

President Krings inquired about whether the students discussed any suggested solutions. Desiree explained that the students were told by LHS administration that the only option for I/E would be after 1<sup>st</sup> or 2<sup>nd</sup> hour. If I/E does need to occur in the morning, the students would prefer that it occur after 2<sup>nd</sup> hour since they will not have been to any of their classes after 1<sup>st</sup> hour and wouldn't have any homework yet. With regard to lunch, the students were told that "A" lunch seniors would be able to leave with release privileges for both lunch and I/E; however, "B" and "C" lunch seniors would not be afforded the same opportunity, which the students believe is unfair. Students also wonder why the Lincoln schedule is undergoing so much change as opposed to WRAMS – they were told it has to do with traveling teachers. The students believe that the schedule at WRAMS would be less affected and able to absorb more change since they do not have nearly the same number of after school activities and events that Lincoln does.

Superintendent Broeren explained that there are legitimate concerns over the current configuration, as well as legitimate concerns over the new configuration. The changes being made were driven by concerns related to student management issues, and not traveling teacher schedules. However, the traveling teacher piece does come into play now that the decision was made to switch I/E from afternoon to morning. While the changes that will be implemented might not be ideal, they will certainly be monitored and improved upon as the year gets underway – the administration will be open to suggestions and possible modifications if it helps to improve the change.

Ms. Kathi Stebbins-Hintz, added that another consideration for the change deals with equity for students. Students who must catch a bus home will now have opportunities to participate in club/organization activities during the day – previously, many of club meetings took place at the end of the day, which prevented a number of students from the ability to participate. This will open up more access for students as meetings get scheduled during I/E time. Another consideration is the new LINK CREW program being implemented for freshman at Lincoln, which is designed to help these students really get to know their advisors.

Mr. Broeren encouraged Desiree to continue the conversation with fellow students moving into next year, and to bring any concerns or ideas for improved change forward.

#### Approval of Minutes

**Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of April 9, 2018; Board reorganizational meeting minutes of April 23, 2018; and special open and closed session Board of Education meeting minutes of April 23, 2018. Motion carried unanimously.**

#### Comments from Citizens and Delegations

None.

#### Committee Reports

- A. Business Services Committee – May 7, 2018. Report given by Katie Medina.  
Ms. Medina reviewed the following consent agenda item 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 from Ron's Refrigeration for the purchase and installation of a walk-in freezer at Grant Elementary at total cost of \$44,173.00, with funding from the Food Service and Building and Grounds budgets.

**Motion by Katie Medina, seconded by Larry Davis to approve consent agenda item BS 1. Motion carried unanimously on a roll call vote.**

Ms. Medina provided updates and reports on:

- Invoices for police liaison officer services, legal work for an Internal Revenue Service audit, and on-line media resource purchases
- Banking service fees associated with handling payroll ACH files
- An engagement letter from Hawkins Ash CPAs to provide District audit services

**Motion by Katie Medina, seconded by Larry Davis to approve the balance of the Business Services Committee report and minutes of the regular May 7, 2018 Business Services Committee meeting. Motion carried unanimously.**

**Motion by Katie Medina, seconded by Larry Davis to approve of minutes from the Building Trades House Committee meeting of April 2, 2018. Motion carried unanimously.**

B. Personnel Services Committee – May 7, 2018. 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 Kristin Pollack (Teacher – Lincoln), Justine Horvath (Teacher – Lincoln), Jessie Szprejda (Teacher – Lincoln), Teresa Beeman (Teacher – Howe), Gregory Rauls (Teacher – Lincoln), Margaret Moroder (Teacher – Elementary), Daniel Krommenakker (Teacher – Lincoln), Kelsey Johnson (Teacher – THINK), and Rachel Lutz (Teacher – Grant).
- PS-2 Approval the support staff appointment of Karleen Hilgers (Kitchen Helper - THINK).
- PS-3 Approval of the professional staff resignation request of Jennifer Derks (Teacher – Washington).
- PS-4 Approval of the support staff resignation requests of Peri Carlson (Kitchen Helper – East), Jacqueline Dombrowski (Food Service Secretary – District), Brenda Pascoe (ELL Aide – Grove), and Mark Sylvester (Noon Aide – Mead).
- PS-5 Approval of non-resident student requests to attend the Wisconsin Rapids Public Schools under the Open Enrollment Law, pending a review of discipline records and special services needs.
- PS-6 Approval of resident student requests to attend non-resident school districts under the Open Enrollment Law, pending a review of discipline records and special services needs.
- PS-7 Approval of a wage increase for the Summer Technology Support Employees to the new rates of \$10.00/hour (year one) and \$10.50/hour (year two and thereafter) with an effective date of June 1, 2018.
- PS-8 Approval of a change to the work year schedule for the Lincoln High School Registrar position, beginning on July 2, 2018, establishing the high school Registrar position as a regular, full-year assignment and maintaining the current workday schedule of 7.5 hours/day.
- PS-9 Approval of the reclassification of the Lincoln High School Activities Clerk position from a Group V job classification to a Group VI job classification within the Office/Clerical and Support Staff group wage configuration.
- PS-10 Approval of a new Office/Clerical and Support Staff position at Lincoln High School titled “Tutoring and Testing Coordinator” as a Group IV job classification position within the Office/Clerical and Support Staff group wage configuration and following a student-contact-days, school-year schedule with a workday shift of 7.0 hours/day.

**Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1-10. Motion carried unanimously on a roll call vote.**

Ms. Hett provided updates and reports on:

- The Committee received an update on pending adjustments that will be needed with non-athletic co-curricular assignments due to the 2018-19 District restructuring, which will involve the need to shift current East Junior High advisor positions to new placements at Wisconsin Rapids Area Middle School and Lincoln High School. Dr. Christianson explained that the current base-wage calculator of \$35,400 for non-athletic co-curricular advisor positions has been in place since the 2010-11 school year, and he introduced the recommendation of increasing the base-wage calculator to begin with the 2018-19 school year. Dr. Christianson also recommended the Committee consider an increase to the base-wage calculator for athletic co-curricular coaching positions for the 2018-19 school year. The Committee discussed potential new rates for the base-wage calculator to take effect with the 2018-19 school year, including the intent to have the same base-wage calculator for both athletic and non-athletic co-curricular positions. Dr. Christianson indicated the recommendations for potential adjustments would be brought back to the Committee for further consideration and possible action at a future meeting.

**Motion by Sandra Hett, seconded by Anne Lee to approve the balance of the Personnel Services Committee report and minutes of the regular May 7, 2018 Personnel Services Committee meeting. Motion carried unanimously.**

C. Educational Services Committee – May 7, 2018. Report given by Anne Lee.

Ms. Lee 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 proposed modifications to the Wisconsin Rapids Area Middle School Agenda Planner for the 2018-19 school year as set out in Attachment B, with correction on page one.
- ES-2 Approval of the proposed modifications to the Lincoln High School Agenda Planner for the 2018-19 school year as set out in Attachment A.
- ES-3 Approval of the proposed changes to Board Policy 332 Experimental/Innovative Programs and Board Policy 332.1-Exhibit 1-Process Guidelines for Requesting New Courses Form for first reading.
- ES-4 Approval of the proposed changes to Board Policy 432 set out in Attachment E for first reading.
- ES-5 Approval of the Early College Credit Program (ECCP) course requests as presented.
- ES-6 Approval of the 6-12 Social Studies Curriculum for implementation beginning in the 2018-19 school year.
- ES-7 Approval of the proposed 6-12 Social Studies materials acquisition to be paid for from curriculum funds in 2018-19 in the amount of \$144,500.
- ES-8 Approval of the music acquisition as set out in Attachment I in the amount of \$103,477.70, to be paid for from District curriculum funds in the 2018-19 school year.
- ES-9 Approval of the purchase of classroom libraries for the remaining 63 classrooms at a cost of \$264,442 from District curriculum funds in the 2018-19 school year.
- ES-10 Approval of the 2018-19 Professional Development Plan as set out in Attachment J.
- ES-11 Approval of the Professional Development Day Schedule for the 2018-19 school year as set out in Attachment K.
- ES-12 Approval of Lincoln Launch, a one-half credit course, to be offered to selected ninth graders, with no more than two sections to be offered in one school year and to begin in the 2018-19 school year.
- ES-13 Approval of the application for the Transition Readiness Grant for Project SEARCH and Lincoln High School in the amount of \$52,521 for the 2018-19 school year.
- ES-14 Approval of the application for the Peer Review and Mentor Grant in the amount of \$25,000 for the 2018-19 school year.

ES-15 Approval of the application for the School-Based Mental Health Services Grant in the amount of \$75,000 for the 2018-19 school year.

ES-16 Approval of the Bridges Program to begin in the 2018-19 school year.

**Motion by Anne Lee, seconded by Larry Davis to approve consent agenda items ES 1-16. Motion carried unanimously on a roll call vote.**

Ms. Lee provided updates and reports on:

- Global Education Achievement Certificate (GEAC) – At the Committee meeting, Jake Wendtland, Lincoln High School (LHS) Spanish Teacher and CII Sub-Committee Chair introduced student Curtis Price, GEAC recipient. Curtis is a senior at LHS and the first student to accomplish the rigorous requirements necessary to receive the GEAC since approval of the program in 2015. Mr. Wendtland explained the criteria to receive this award, and Curtis highlighted what he did to meet this criteria. Mr. Wendtland presented Curtis with the Department of Public Instruction (DPI) certificate, and he was congratulated by the Committee.
- Student Travel – Eighteen Lincoln High School students will be traveling to Ecuador June 23 through July 3, 2018, chaperoned by Lisa Torres and Jake Wendtland, LHS Spanish teachers.
- DEU and Supplemental Pay Discussion – Ms. Stebbins-Hintz and Craig Broeren, Superintendent, updated the Committee on possible revisions to the DEU process. The District would like to expand on what teachers can do for supplemental pay, and is looking at options including a district directed second masters, National Board recognition, and removing the \$70,000 salary cap, as well as other items listed in Attachment N. Mr. Broeren stated another option might be offering web-access for courses the District offers, so that teachers who are also committed to co-curriculars would still have opportunities to take advantage of offerings. The administration will bring back a proposal in June.

**Motion by Mary Rayome, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the May 7, 2018 Educational Services Committee meeting.** *Ms. Lee noted that on page 5 under the item related to the Lincoln Launch program, the date in the first line should be changed from “2018” to “2017” as that is the correct date that the Committee initially reviewed the Lincoln Launch proposal.*  
**Motion carried unanimously.**

#### Agenda Referrals/Information Requests

None.

#### Legislative Agenda

Superintendent Broeren explained that meetings continue for the Blue Ribbon Commission on School Funding, with a public hearing scheduled to occur on May 21 in Turtle Lake. More will be shared on this topic in the future as the Commission wraps up these sessions and moves ahead in their discussions.

#### Bills

**Motion by Mary Rayome, seconded by Anne Lee to note April, 2018 receipts in the amount of \$909,684.01 and approve April, 2018 disbursements in the amount of \$4,270,159.71.** *Ms. Hett noted that \$1,300.00 was received for the sale of a used Advance 1987 Hydro Scrubber, making mention of her appreciation of the effort to recoup dollars for the District from used equipment when possible.* **Motion carried unanimously on a roll call vote.**

#### New Business

##### Employee Appointment, Resignation, and Retirement Requests

Superintendent Broeren recommended the following staff employment requests for approval by the Board:

##### Professional Staff Appointments Effective at the Beginning of the 2018-19 School Year

Megan Onesti	Location:	Mead Elementary Charter School
	Position:	Teacher (1.0 FTE)
	Education:	MS – Marian University – September, 2009 BS – UW Stevens Point – May, 2005
	Major/Minor:	MS – Educational Technologies BS – Elementary Education/Learning Technologies
	Salary:	\$45,000

Bailey Babcock	Location:	Mead Elementary Charter School
	Position:	Teacher (1.0 FTE)
	Education:	BS – UW Eau Claire – December, 2017
	Major/Minor:	Elementary Education/Language Arts
	Salary:	\$40,000
Jordyn Hintz	Location:	THINK Academy
	Position:	Teacher (1.0 FTE)
	Education:	BS – St. Norbert’s College – May, 2017
	Major/Minor:	Early Childhood Education

**Motion by Larry Davis, seconded by Katie Medina to approve of the professional staff appointments of Megan Onesti, Bailey Babcock, and Jordyn Hintz effective with the 2018-19 school year as presented. Motion carried unanimously.**

**Professional Staff Resignation**

Brooke Neubauer	Location:	Mead Elementary Charter School
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 8, 2018
	Date of Hire:	August 26, 2014

**Motion by Anne Lee, seconded by Mary Rayome to approve of the professional staff resignation request of Brooke Neubauer effective June 8, 2018. Motion carried unanimously.**

**South Wood County Youth Hockey Association (SWYCHA) Agreement**

Superintendent Broeren presented changes being recommended for the Agreement in place between WRPS and the South Wood County Youth Hockey Association. The revisions are largely unremarkable, and bring the Agreement more in line with WIAA expectations. Representatives from SWYCHA were present at the meeting to address any questions.

**Motion by Mary Rayome, seconded by Larry Davis to approve of recommended revisions to the South Wood County Youth Hockey Association Agreement. Motion carried unanimously.**

**Purchase of 2016 International Delivery Truck**

Ed Allison, Director of Buildings & Grounds, presented a recommendation to purchase a 2016 International 4300 SBA delivery truck from Mid-State Truck Service, Inc. in the amount of \$70,894.50 which includes the installation of a new GPT-3 lift gate and affiliated title/licensing fees. The current delivery truck being utilized is a 2005 model, and it has been in the shop more and more frequently for repairs. Costs for repair and the downtime caused by having the truck in the shop are getting to a point where it is time to replace the equipment, particularly knowing all of the movement that is coming up this summer due to grade level restructuring. After conducting research and test driving various equipment, Mr. Allison located a 2016 International truck just coming off of a lease program with 88,000 miles on it. The price to purchase is much more economical than a brand new model at \$95,672.75, would be under warranty through October 14, 2020, and would allow for local repairs to occur when needed as opposed to driving to other cities such as Wausau or Marshfield. Funding of the purchase would be split between the Buildings & Grounds and Food Service budgets.

**Motion by Larry Davis, seconded by Katie Medina to approve the purchase of a 2016 International 4300 delivery truck from Mid-State Truck Service, Inc. at a total cost of \$70,894.50 as proposed to be funded through the 2017-18 Buildings & Grounds and Food Service department budgets. Motion carried unanimously on a roll call vote.**

**2017-18 Budget Amendments**

Daniel Weigand, Director of Business Services, reviewed recommended amendments for the 2017-18 District budget. One of the main changes is in the State Sources of Revenue area in the amount of \$867,951.00 is related to the per pupil allocation. With regard to expenditures, the biggest area of change has to do with the building addition at Lincoln and the middle school. While ahead of schedule, construction at the middle school will not be completed by the end of June; instead it is anticipated to be finished by the end of July. As a result, that portion of the work in the amount of \$1,648,381.00 has been moved into next year’s budget for payment. Another change under expenditures is a decrease of \$509,994.00 in the Undifferentiated Curriculum category. The amount to be paid toward Employee Benefit Trust has decreased based upon the number of retired employees collecting their

benefit. The Capital Projects Fund 49 also decreased by \$10,271,660.00 for district wide energy projects which begin on July 1, 2018. One of the projects will be funded through Fund 49, while the remainder will come through Fund 10 with Fund 38 revenues.

**Motion by Larry Davis, seconded by Katie Medina to approve of the 2017-18 District budget amendments as presented. Motion carried unanimously.**

#### Approval of 2018-19 District Budget for Publication

Mr. Weigand presented the proposed 2018-19 District Budget for potential publication prior to the budget hearing scheduled to occur on June 25, 2018. With regard to the General Fund revenue, the primary area of change is in moving all of Fund 38 out of the General Fund tax levy. In the past the District has levied in the General Fund and then transferred the dollars to Fund 38 because it is a non-referendum fund that allows such a transfer. Due to the fact that the scope of Fund 38 is growing dramatically as a result of the District energy projects, Mr. Weigand believes it is best to have Fund 38 established on its own beginning in 2018-19 so that it doesn't appear that the Fund 10 levy is larger than it is allowed to be under the revenue limit. The District is nearing the end of its three-year insurance settlement on roofing, and there is approximately \$2,700,000 that the insurance company will need to settle up with the District on in July, 2018 that is reflected in the budget under Other Financing Sources. Mr. Allison made mention of the fact that there is also an additional \$4,000,000 worth of warranty work being performed on roofs located at the Wisconsin Rapids Area Middle School, Pitsch, and Washington.

Turning to expenditures, Mr. Weigand has budgeted for employee wage increases as well as two new elementary teachers, two secondary teachers, and one secondary level social worker. The social worker position is tied to available grant funding that requires the District to expend dollars on prior to securing the funding. While there doesn't appear to be a huge change under Business Administration expenditures, there is a significant change involved since the work at Lincoln is nearly completed and is coming out of the budget and will be replaced by dollars affiliated with Security Grant projects. Mr. Weigand also noted the Fund 38 transfer of \$1,189,017.00 reflected under the Transfers to Other Funds category. Under Referendum Debt Service Funds 38 and 39 there is a large increase of \$4,213,710.34 in revenue and \$4,350,247.34 in expenditures reflected. With regard to the Capital Projects Fund, anticipated revenue amounts to \$30,134,950.00 with a difference in total expenditures of \$9,191,730.00 which are all related to the energy conservation projects specifically at Lincoln, and then district wide.

The Food Service Fund has a large decrease of \$154,957.00 in anticipated revenue and \$482,313.00 in expenditures due to the Lincoln kitchen remodel. The Community Service Fund also has a large decrease of \$837,909.00 in revenue and \$1,075,230.00 in expenditures due to the Community Locker Room project finishing up by the end of the year and the data line trenched into the hockey building.

The Board had an opportunity to ask questions concerning the proposed budget.

**Motion by Larry Davis, seconded by Anne Lee to approve of the 2018-19 District budget to be published as presented. Motion carried unanimously.**

#### School Safety Initiative Grant Update

Superintendent Broeren provided an update on details about the School Safety Grant which is being administered through the Wisconsin Department of Justice office. Based upon details recently released, there will be two grant system categories: primary and advanced. The primary category amount in terms of eligibility is up to \$10,000 per location, and can only be used for baseline improvements such as door locks and safety film for glass. Since doors throughout the district already have locks on them, the only potential funding for WRPS to take advantage of pertains to the shatter-resistant film. This portion of the grant is very specific about funding being limited to a single main entrance, and only for door and side lite glass as spelled out in the grant instructions. Primary dollars can only be utilized for the location intended, and any unused balance of the \$10,000 possible funding per location cannot be used for upgrades at other sites.

Advanced security expenditures will be awarded in amounts of up to \$20,000 per building, and have specific items listed in the grant for which the funds may be used. Examples include security cameras, visitor management systems, training initiatives, and exit door alarms. Mr. Broeren stated there are approximately 15-18 specific items listed that would be eligible for funding. Items such as metal detectors and ballistic doors as suggested in a recent community listening session are not approved items on the list. The administration is making determinations about areas in need of safety film first – once these estimated costs are known, it will inform the process to determine which items to request under the advanced funding category.

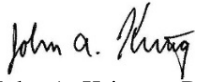
District buildings which may potentially be eligible for funding are based upon the DPI school code assigned to the building. Potential primary category funding amounts to around \$120,000; and advanced category funding is estimated to be around \$240,000 for a total possible grant amount anticipated to be approximately \$360,000. The grant must be written in collaboration with law enforcement and include a letter of support from them, and is due June 8, 2018. Mr. Broeren has already been in contact with law enforcement partners to garner their support of the safety initiatives being considered by the District for inclusion in the grant request. The way the grant works is that the District pays for any expenditures to implement grant approved items, and then requests reimbursement through the DOJ. Districts will have up to three years to install or implement approved items and request reimbursement. Funding limitations and grant expectations will drive which specific safety upgrades ultimately occur at each building.

Mr. Broeren plans to host a follow-up meeting for staff, parents, and interested community members once more details about the grant and District eligibility and/or awarding of funds is known. Additional updates will be provided to the Board as details become available.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:34 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk