



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

November 12, 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: Sandra Hett, Mary Rayome, John Benbow, Anne Lee, Larry Davis, Katie Medina

EXCUSED: John Krings

ADMINISTRATION PRESENT: Craig Broeren, Daniel Weigand, Kathi Stebbins-Hintz, Brian Oswald, Phil Bickelhaupt, Ed Allison

MEDIA PRESENT: Jesse Austin – River Cities Community Access

Vice President Mary Rayome called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Roll Call

Student Representative’s Report

Desiree Alu reported on the following:

- Students in DECA heard many interesting speakers who presented at an Emerging Leadership Lab event they attended.
- DECA’s annual “Trick-or-Can/Coin” event held on October 31 was well received by the community with numerous food and monetary donations collected to benefit those in need.
- Lincoln’s Student Council held a food drive for the South Wood County Emerging Pantry Shelf (SWEPS).
- Students involved in a trip being planned for UW-Madison are eagerly anticipating the opportunity to listen to a French lecturer.
- A recent emergency evacuation of students from Lincoln went fairly smooth and there has been positive feedback about how well it went.

Approval of Minutes

Motion by Anne Lee, seconded by John Benbow to approve regular Board of Education meeting minutes of October 8, 2018 and special Board of Education meeting minutes of October 30, 2018. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee Reports

- A. Business Services Committee – November 5, 2018. Report given by John Benbow.
Mr. Benbow explained that there were no consent agenda items to be brought forward for Board action from the November 5, 2018 Business Services Committee meeting. Mr. Benbow provided updates and reports on the following:

Committee Reports (continued)

- Review of invoices for police liaison services.
- Purchases of computer equipment from PDS for the Howe Elementary Library, Washington Elementary Library, and Virtual program.

Motion by John Benbow, seconded by Larry Davis to approve the balance of the Business Services Committee report and minutes of the regular November 5, 2018 Business Services Committee meeting. Motion carried unanimously.

B. Personnel Services Committee – November 5, 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 support staff appointments of Melissa Call (Behavior Support Aide – Howe), Dixie Torke (Special Education Aide – WRAMS), Kathleen Pyburn (Noon Duty Aide – Washington), Betsy Borski (Athletic Director Secretary/PAC Facility Coordinator – Lincoln), Scott Freeberg (Custodian 3rd Shift – Lincoln), Dawn Sylvester (Special Education Aide – Washington), Joanne Smaby (Study Hall Aide – Lincoln), Melissa Wogerman (Van Driver – District), Jon Shaurette (Custodian 2nd Shift – Lincoln), Stephanie Hoerth (PAC Assistant Production Manager – District), and Kathleen Spencer (Noon Duty Aide – Grant).
- PS-2 Approval of the support staff resignation requests of Jenelle Carter (Noon Duty Aide – Grant), Robyn Vickers (Special Education Aide – Washington), and Rebecca Winter (Academic Partnership Coordinator – Mead).
- PS-3 Approval of the non-represented certified staff resignation request of Sasha Anderson (School Nurse – District).
- PS-4 Approval of professional staff early retirement request of Lisa Black (Teacher – Howe).
- PS-5 Approval of Board Policy 731.2 – Use of Electronic Surveillance Technology in Public Areas of School Buildings and Property, second reading.
- PS-6 Approval of Board Policy 347 – Rule (1) – Guidelines for the Control and Maintenance of Student Records, second reading.
- PS-7 Approval of Board Policy 522.3 – Employee Misconduct Reporting, second reading.
- PS-8 Approval of Board Policy 522.3 Rule – Employee Misconduct Reporting Procedures, second reading.
- PS-9 Approval to delete Board Policy 343.4 – Course Options Program, second reading.
- PS-10 Approval to delete Board Policy 343.4 Rule – Procedures for Handling Course Applications Through Course Options Program, second reading.
- PS-11 Approval to delete Board Policy 342.8 – Youth Options Program, second reading.
- PS-12 Approval of Board Policy 343.45 – Technical College Course Program, second reading.
- PS-13 Approval of Board Policy 343.45 Rule – Technical College Course Program (“Start College Now”) Procedures, second reading.
- PS-14 Approval of Board Policy 343.46 – Early College Credit Program, second reading.
- PS-15 Approval of Board Policy 343.46 Rule – Early College Credit Program Procedures, second reading.
- PS-16 Approval of Board Policy 424 – Participation of Non-Public School Students in District Programs and Activities, second reading.
- PS-17 Approval of non-athletic and co-curricular changes as presented to the Committee.

Ms. Rayome requested that consent agenda item PS-1 be held out and voted on separately in order to remove the name of Melissa Wogerman from the other names being approved for hire due to her lack of response to an employment offer.

Motion by Sandra Hett, seconded by Larry Davis to approve all names listed under consent agenda item PS 1 with the exception of Melissa Wogerman. Motion carried unanimously.

Motion by Sandra Hett, seconded by Anne Lee to approve of consent agenda items PS 2-17. Motion carried unanimously.

Ms. Hett provided updates and reports on:

- Open enrollment numbers for the 2018-19 school year.

Motion by Sandra Hett, seconded by Anne Lee to approve regular Personnel Services Committee meeting minutes of November 5, 2018 and special open and closed session Personnel Services Committee minutes of October 3, 2018. Motion carried unanimously.

C. Educational Services Committee – November 5, 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 to add *Acting and Production* as a course in the English Language Arts Department, available for students in grades ten through twelve for one-half English credit at Lincoln High School (LHS) beginning in the 2019-20 school year.
- ES-2 Approval to make *British Literature and Composition* available to eleventh and twelfth grade students for one English credit at LHS beginning in the 2019-20 school year.
- ES-3 Approval to make *Speech* available to eleventh and twelfth grade students for one English credit at LHS beginning in the 2019-20 school year.
- ES-4 Approval to allow only students that receive an “A” or “B” grade in *English II* into the *American Dream* course beginning in the 2019-20 school year. **Motion failed** on a roll call vote of 2-5. John Krings, Mary Rayome, Sandra Hett, Anne Lee, and Katie Medina voted no.
- ES-5 Approval of the addition of *Accelerated Geometry* as a course for high school students for one math credit at LHS beginning in the 2019-20 school year.
- ES-6 Approval of the addition of *Accelerated Algebra II* as a course for high school students for one math credit at LHS beginning in the 2019-20 school year.
- ES-7 Approval of the addition of *Accelerated Pre-Calculus* as a course for high school students for one math credit at LHS beginning in the 2019-20 school year.
- ES-8 Approval of making the *Assistant Child Care Teacher* course available to tenth through twelfth grade students for one-half elective credit at LHS beginning in the 2019-20 school year.
- ES-9 Approval of the addition of *AP Microeconomics* as a one-half credit social studies course available to juniors and seniors to be offered every other year in rotation with *AP Macroeconomics* at LHS beginning in the 2019-20 school year.
- ES-10 Approval of 22 student applications to participate in five requested courses at Mid-State Technical College through the Start College Now (SCN) program in the spring of the 2018-19 school year.
- ES-11 Approval to revise the 2019-20 WRPS school calendar by changing the Professional Development Day scheduled on September 30, 2019 to October 7, 2019.

Ms. Lee requested that consent agenda item ES-10 be held out.

Motion by Anne Lee, seconded by John Benbow to approve consent agenda items ES 1-3, 5-9, and 11. Consent Agenda Item ES-4 failed in Committee and does not require Board action. Motion carried unanimously.

With regard to consent agenda item ES-4, a motion failed to approve of a recommendation to allow only students receiving an “A” or “B” grade in English II into the *American Dream* course beginning in the 2019-20 school year, and Committee members requested that this item be taken back to the Council for Instructional Improvement (CII) Committee for further discussion and the development of a modified recommendation. Thoughts and concerns expressed in Committee are as follows:

- Narrowing opportunities for students with a “C” grade in English
- Potential bias and liability in allowing instructor consent
- Uncertainty of how many “C” students this would affect, and the track record of success in this course for these students
- English Language Arts (ELA) has a prerequisite requirement while social studies does not
- If instructor consent stays, some type of rubric providing evaluative criteria and established guidelines should be developed for consistency and equity
- Prerequisites are currently in place for particular courses, but not all – perhaps this should change or at least be reviewed
- Disadvantages to students failing in this three trimester, two-credit course
- Dropping just the “with teacher consent” portion of the prerequisite, leaving the prerequisite of obtaining an “A,” “B,” or “C” intact and having guidance counselor recommendations and input so that students can make well-informed decisions
- Drop the prerequisite altogether and have school counselors work with students to inform them that if they did not receive an “A” or “B” in *English II* that they may struggle more in the *American Dream* course
- Eliminate the “C” with instructor consent option and instead take the average of a student’s social studies and ELA scores to determine eligibility into *American Dream* based upon the grade “A” or “B” prerequisite requirement
- Having District elementary schools moving toward the workshop model to teach writing may increase student ability for success in courses such as *American Dream*
- Showing deference to the ELA group’s opinions on the matter as well as the CII vote of 17-3-5 was also taken into consideration

Additional information would be helpful to the Committee in terms of the number of students potentially affected by the recommendation as well as historical information about student success based upon the prerequisite currently in place. Additional conversation and understanding is needed to make a decision that would be in the best interest of students while protecting staff members from potential liability as a result of perceived bias for decisions made. Ms. Stebbins-Hintz will take the item back to the CII Committee for additional discussion and consideration, bringing back any potential recommendations.

With regard to consent agenda item ES-10, one additional Start College Now application is requested to be added in order for a student to enroll Mid-State Technical College’s *Nursing Assistant* course in the spring, bringing the total to 23 applications that would be approved.

Motion by Larry Davis, seconded by John Benbow to approve of 23 student applications to participate in the five requested courses at Mid-State Technical through the Start College Now (SCN) program in the spring of the 2018-19 school year. Motion carried unanimously.

Ms. Lee provided updates and reports on:

- Ms. Stebbins-Hintz shared that School and District Report Cards have been released by the Department of Public Instruction for initial review by school districts; however, they are embargoed from release to the public until Monday, November 26, 2018. A report on WRPS School and District Report Cards will be provided to the Educational Services Committee in December, 2018.
- Superintendent Broeren explained that in light of public commentary made at the October 8, 2018 Board meeting, Board Policy 411.5 pertaining to bullying is currently under review by the administration. Identifying bullying is not always easy to do since one time incidences of such things as name calling, getting tripped, and/or getting punched is not necessarily bullying. Bullying occurs when acts are repetitive in nature or involve a power differential.

Mr. Broeren wants to proceed carefully so as not to be too restrictive or constrictive with policy language that would inhibit an administrator’s ability to be a rational decision maker based upon circumstances. Intervention, education, and having the latitude to apply appropriate consequences to students for various behavioral incidents given circumstances involved are all important pieces in the efforts to correct

student misbehavior. Having conversation over time about bullying, mental health, and suicide will be important as will be clarifying what is meant by the term “zero tolerance.” Building principals will be incorporating the entire contents of the bullying policy into student handbooks beginning with the 2019-20 school year.

Mr. Broeren invited Committee members to also review the policy and provide him with any feedback and/or suggested revisions, and he will bring potential policy change recommendations forward at a future meeting. Committee members expressed support for his approach, and Ms. Hett suggested that area law enforcement officials be contacted for possible input and feedback as well.

- Ms. Stebbins-Hintz explained that in May of 2018, the Board of Education supported the application for DPI’s School Based Mental Health Services Grant in the amount of \$75,000. WRPS received the grant and has begun implementing it in collaboration with community partners, including mental health service providers. The requirement for professional development and parent outreach has been ongoing, and will continue. One component of the grant includes the District providing a physical location within our schools for community providers to meet with students in need of mental health services. The District has been allowing this to some degree already in school buildings, and the grant will help to expand and pay for expenses such as equipment or supplies that providers might need while occupying these spaces to service students.

As part of the grant, the District is also required to offer support groups such as one for grief counseling for students. Lastly, the grant has forged a strong partnership with Riverview Aspirus locally, and they have developed a mental health clinic on the fourth floor of the local hospital to support these initiatives. A mental health navigator has been hired by Aspirus, which the grant pays for. The District is able to call on this individual for assistance in certain difficult student cases where additional services beyond what the District can provide might be needed.

When Committee members questioned the sustainability of future programming in year two after grant dollars are exhausted, Ms. Stebbins-Hintz explained that she is hopeful that Aspirus will be fully engaged after evaluating the need for these services within our community and as a result continue to fund the navigator position. The District is only 1 of 24 throughout the state to receive the grant, and Ms. Stebbins-Hintz believes there may be a possibility for additional grant dollars to be requested if the District implements it well. Aspirus is taking the initiative one step further by writing a Foundation grant to try to get more time for a social worker who performs clinical work directly with students in the District.

Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the November 5, 2018, Educational Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

Mr. Benbow shared the following information:

- Tony Evers defeated Scott Walker in the Wisconsin Governor’s race.
- The November 6th election saw historic referenda passage as voters gave overwhelming approval to local referendum requests to exceed state-imposed revenue limits. At least 41 of 44 (93 percent) referendum requests to borrow money for school improvements passed. Overall, voters approved approximately \$1.2 billion in debt issuance statewide.
- Voucher expansion continues across the state, draining resources and funding away from public schools. Taxpayers will spend \$302 million this year on vouchers to send students to private schools, an increase of about \$33 million (12.3 percent) over last year. The impact to WRPS taxpayers from last year to this year includes an increase from \$300,000 to \$900,000.
- The Legislative Council Study Committee on the Investment and Use of the School Trust Funds will hold its next meeting on November 14, 2018. The School Trust Funds under study by this committee include the Common School Fund which provides the income from which Library Aids for public school libraries are generated.

Bills

Motion by John Benbow, seconded by Larry Davis to note October, 2018 receipts in the amount of \$372,075.85 and approve October, 2018 disbursements in the amount of \$4,927,417.12. Motion carried unanimously on a roll call vote.

New Business

Employee Appointment, Resignation, and Retirement Requests

Brian Oswald, Director of Human Resources, presented the following employee professional staff appointment request:

Nichole Fleischmann	Location:	WRAMS
	Position:	Teacher (1.0 FTE)
	Education:	Master’s – UW Stevens Point – May 2010 BA – UW Stevens Point – December 2008
	Major/Minor:	General Education, Exceptional Education/Emotional Behavioral Disabilities
	Salary:	\$48,000 (<i>\$48,000 total salary/2018-19 salary \$32,589 for 129 days</i>)

Motion by Larry Davis, seconded by Katie Medina to approve of the professional staff appointment of Nichole Fleischmann as presented. Motion carried unanimously.

AFSCME Local 1075 Custodial and Maintenance Collective Bargaining Agreement for 2018-19

Superintendent Broeren explained that the Personnel Services Committee met on October 3, 2018 to negotiate a 2018-19 collective bargaining agreement with the AFSCME Local 1075 Custodial and Maintenance bargaining unit. The parties reached a tentative agreement for an overall 2% base wage increase to be distributed in a non-differentiated fashion. The hourly increase per employee will range from approximately 45-47 cents per hour under the proposed agreement.

Motion by John Benbow, seconded by Larry Davis to approve of the proposed 2018-19 AFSCME Local 1075 Custodial and Maintenance Collective Bargaining Agreement. Motion carried unanimously on a roll call vote.

Health Insurance Plan Modifications and Carrier Renewal

Mr. Broeren explained that the initial health insurance plan renewal increase provided by WCA, the District’s current carrier, came in at 13%. The administration has been exploring cost-savings options in an effort to bring the rate down to mitigate the impact that this increase would have on both individual employees and the District. The administration recommends approval to stay with the District’s current carrier, WCA; however, in addition to the current plan, proposed modifications are being recommended which would provide two additional “narrow network” coverage options for employees as well as a higher deductible option to choose from. After considering all four options, staff members will be able to select the plan that best meets their needs. A breakdown of the proposed four plan options is as follows:

Provider Network:	NEHA/Choice Plus		Aspirus NEHA Community		Ascension NEHA		NEHA/Choice Plus	
	<i>Non-Embedded Deductible</i>		<i>Non-Embedded Deductible</i>		<i>Non-Embedded Deductible</i>		<i>Embedded Deductible</i>	
Deductible	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$4,000	\$8,000
Out-of-Network	\$4,000	\$8,000	\$4,000	\$8,000	\$4,000	\$8,000	\$8,000	\$16,000
Co-Insurance	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	100% after Deductible		100% after Deductible		100% after Deductible		100% after Deductible	
Out-of-Network	80% after Deductible		80% after Deductible		80% after Deductible		80% after Deductible	
Maximum Out-of-Pocket	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$4,000	\$8,000
Out-of-Network	\$6,000	\$12,000	\$6,000	\$12,000	\$6,000	\$12,000	\$8,000	\$16,000
Office Visits	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	100% after Deductible		100% after Deductible		100% after Deductible		100% after Deductible	
Out-of-Network	80% after Deductible		80% after Deductible		80% after Deductible		80% after Deductible	
Diagnostic/Xray/Lab	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	100% after Deductible		100% after Deductible		100% after Deductible		100% after Deductible	
Out-of-Network	80% after Deductible		80% after Deductible		80% after Deductible		80% after Deductible	
Routine/Preventive Care	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	<i>Select Svcs Covered in Full</i>		<i>Select Svcs Covered in Full</i>		<i>Select Svcs Covered in Full</i>		<i>Select Svcs Covered in Full</i>	
Out-of-Network	80% after Deductible		80% after Deductible		80% after Deductible		80% after Deductible	
Urgent Care	Single	Family	Single	Family	Single	Family	Single	Family
In-Network	100% after Deductible		100% after Deductible		100% after Deductible		100% after Deductible	
Out-of-Network	80% after Deductible		80% after Deductible		80% after Deductible		80% after Deductible	

Emergency Room	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible
Hospital Services In-Network	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible
Out-of-Network	Single 80% after Deductible	Family 80% after Deductible	Single 80% after Deductible	Family 80% after Deductible	Single 80% after Deductible	Family 80% after Deductible	Single 80% after Deductible	Family 80% after Deductible
Prescription Drugs	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible	Single 100% after Deductible	Family 100% after Deductible
Rates	Current	Renewal	Current	Renewal			Renewal	
Employee (140)	\$ 823.68	\$ 897.81	\$ 823.68	\$ 840.15	\$ 815.44		\$ 897.81	\$ 811.62
Family (416)	\$1,842.88	\$2,008.74	\$1,842.88	\$1,879.74	\$1,824.45		\$2,008.74	\$1,815.90
Annual % Difference from Current		9.00%		2.00%	-1.00%			-9.60%
Monthly Totals	\$ 881,953.28	\$961,329.24	\$ 881,953.28	\$899,592.84	\$ 873,132.80			
Annual Totals	\$10,583,439.36	\$11,535,950.88	\$10,583,439.36	\$10,795,114.08	\$10,477,593.60			
Annual \$ Difference from Current		\$952,512.00		\$211,675.00	(\$105,846.00)			

Mr. Broeren explained that the first option listed is the “NEHA/Choice Plus” option, which is the District’s current broad network coverage plan. While it will continue to be an option, the premiums for the plan will increase by 9%. The second option listed is the “Aspirus NEHA Community,” which is the Aspirus narrow network option at a premium increase of 2%. The third option listed is “Ascension NEHA,” which is the Ascension narrow network option at a premium decrease of 1%. The last option presented is still “NEHA/Choice Plus,” or the current broad network plan; however, the deductible is \$4,000/\$8,000 rather than \$2,000/\$4,000 as provided in the other options. Employees choosing to select the fourth option would share a greater liability in medical expenses. The insurance plan open enrollment period for employees will run from November 15-27, 2018.

The rates indicated at the bottom of each column in the chart are representative of all staff enrolled in the health insurance program selecting that option. At this time, there is no way to know how many staff members will select each option; however, it is anticipated that a number of employees will likely choose options that will save them money while still meeting their needs.

The administration recommends that the Health Savings Account (HSA) amount continue to remain as it is at \$1,500.00 for employees carrying a single plan, and \$3,000.00 for employees carrying a family plan.

Other options explored by the administration included the possibility of developing a relationship with Aspirus Arise (Aspirus’ insurance) to add the possibility of an on-site or near-site clinic arrangement. It was discovered that WPS is the insurance company that “backs” the Arise plan which would result in the District having to switch carriers to WPS in order to retain a broad network option as well as include a narrow network Aspirus option. The numbers tied to this type of change came in with WPS at a 13.7% increase for a broad network plan and a 0% increase for the narrow network Aspirus plan. This switch would not make financial sense if the District’s intent is to retain the broad network option for staff. Security Health Plan through Marshfield, Wisconsin was also investigated as a possibility; however, their numbers were higher than any of the other numbers provided.

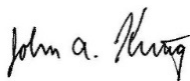
The Board had an opportunity to ask questions concerning the recommendation. Additional items considered by the Board were: the District’s high insurance claim loss-ratio; the fact that a self-insured funding model is not currently advantageous to the District; proper education of employees about the plan options if they are approved will be important so that they are able to make an informed decision and select the best plan given their needs; and the resurrection of the District Insurance Committee in order to involve representative employees from all groups in conversations that ultimately affect their health insurance benefits in the future.

Motion by John Benbow, seconded by Larry Davis to approve of the 2019 District health insurance plan renewal with WCA Group Health Trust at a maximum possible rate increase of 9% implementing the plan modifications as proposed, and to continue the employer contribution to District employees’ Health Savings Accounts (HSA) in an amount of \$1,500.00 for employees carrying a single plan, and \$3,000.00 for employees carrying a family plan. Motion carried unanimously on a roll call vote.

Calendar

Calendar items were reviewed.

Vice President Rayome adjourned the meeting at 6:52 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk