



**WISCONSIN RAPIDS
PUBLIC SCHOOLS**

BOARD OF EDUCATION MEETING MINUTES

John A. Krings, President
John Benbow, Jr.
Troy Bier
Larry Davis
Sandra K. Hett
Katie Medina
Mary Rayome

March 14, 2022

REGULAR BOARD OF EDUCATION MEETING

LOCATION: East Jr. High School, 311 Lincoln Street, Wisc. Rapids, WI 54494
Cafeteria

TIME: 6:00 p.m.

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

ADMINISTRATION PRESENT: Craig Broeren, Aaron Nelson, Roxanne Filtz, Steve Hepp, Brian Oswald, Ed Allison

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

Pledge of Allegiance

Roll Call

Public Comment

None.

Student Representative Report

Madelyn Hepp provided an update on:

- A number students competed at the State DECA conference, with 27 advancing to the international conference being held in Atlanta, Georgia in April
- Juniors recently took the ACT test while seniors participated in financial “Reality Check” simulation
- The “Fire on Ice” dance recently took place as it had been rescheduled to March 12, 2022
- Spring sports are beginning with certain winter sports athletes receiving special recognition that they earned
- Trimester 3 has just begun

Approval of Minutes

Motion by Mary Rayome, seconded by Troy Bier to approve regular Board of Education meeting minutes of February 14, 2022 and special closed session meeting minutes of February 22, 2022. Motion carried unanimously.

Committee Reports

A. Educational Services Committee – March 7, 2022. 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 a request to remain in the Girls’ Hockey Cooperative agreement with Marshfield, Stevens Point, Assumption, Pacelli, Athens, Spencer, Waupaca, Iola-Scandinavia and Amherst for school years 2022-23 and 2023-24.
- ES-2 Approval of the Lab Methods in Physics and Chemistry and Lab Methods in Biology and Geoscience summer school courses as presented.
- ES-3 Approval of the Orchestra Jump Start/Kick Start Program and Band Jump Start/Kick Start Program summer school courses beginning in August, 2022.

Motion by Mary Rayome, seconded by Larry Davis to approve consent agenda items ES 1-3. Motion carried unanimously.

Ms. Rayome provided updates and reports on:

- The Achievement Gap Reduction (AGR) report was shared. With the report focused on mid-year data, the information in the report is from the end of the first trimester only and doesn't reflect second trimester progress since the second trimester just ended on March 3, 2022. During the 2021-22 school year students have benefited from in-person learning; however, multiple quarantines ranging from 5-10 days has interrupted instruction for some. The inconsistencies caused by the pandemic during the 2020-21 year coupled with disruptive learning in 2021-22 has contributed to lower screener scores. Despite the challenges presented by the pandemic for students and staff, learning continues to flourish and all resources are being utilized to address lost learning opportunities. Second trimester data is being gathered and an update can be provided to Committee members once it becomes available. The administration expressed confidence that final mid-year and end-of-year data will reflect continued student success and growth.
- Ms. Roxanne Filtz, Director of Curriculum & Instruction, reviewed District mid-year Reading and math screener reports. With regard to Reading, the percentage of elementary students scoring in the 40th percentile and above using nationally normed screeners is trending upward. The percentage of students scoring below the 10th percentile is decreasing, which is a positive trend. Ms. Filtz reviewed how Tier 1, 2, and 3 intervention levels are being impacted by the progress students are making, with the percentage of students needing urgent interventions decreasing.

In mathematics, Ms. Filtz noted that benchmarks get progressively more difficult for grades KG-1 each trimester, and average cut scores more accurately show linear growth. The cut scores are trending upward in a positive direction. In grades 2-5, screeners indicate significant gains in math across the district. Ms. Filtz explained that the change in elementary math curriculum hasn't had a significant impact on student scores as a result of it being new, and the downward trend of urgent math interventions being needed is a promising sign of student growth. Instructional gaps at the 5th grade level are a bit more obvious with the change in curriculum; however, students continue to make positive progress in mastering the content. Teachers are working collaboratively in Professional Learning groups to help one another learn and implement the new curriculum, which shows early indicators of being a positive change.

Middle school students have experienced growth across all levels in the English Language Arts (ELA) content area. Currently 56% of 6th grade, 68% of 7th grade, and 71% of 8th grade scored at the Proficient or Advanced level when taking the nationally normed screener. In math, 66% of 6th grade, 61% of 7th grade, and 65% of 8th grade is at the Proficient or Advanced level. The results overall are promising considering that students are adjusting back to normal instruction after the cohort delivery model that occurred during the majority of the 2020-21 pandemic year.

At the high school level, scores for students taking the winter Reading Inventory screener are in the Proficient or Advanced categories as follows: 61% of 9th grade, 71% of 10th grade, 80% of 11th grade, and 74% of 12th grade. Not every student takes the screener every term due to the trimester schedule, and if a student scores in the Proficient category, they do not need to take the screener again during the year.

With regard to math, scores for students who took the winter STAR math screener scored at or above benchmark as follows: 58% of 9th grade, 64% of 10th grade, 49% of 11th grade, and 42% of 12 grade. Ms. Filtz noted that it is difficult to determine specific growth based on this screener due to the lack of all students testing and the trimester schedule involved.

Lastly, Ms. Filtz commended the hard work and dedication of classroom teachers and District interventionists to implement the District curriculum and help each student gain grade-level mastery in math and reading content areas.

- The 2020-21 District Report Card has a section to report grades 9-12 student participation in postsecondary categories, including a category titled "Industry-Recognized Credentials." Unfortunately, this data was not collected from LHS and reported as it should have been, resulting in 0.0% of students who actually earned an industry-recognized credential not being reflected in the report. Since this information has no bearing on the District Report Card score, it will not be updated by the Department of Public Instruction (DPI). The District has received a letter of confirmation dated July 23, 2021 from the DPI confirming that 4.5% (68 students) earned the credential, which compares to an overall 1.4% State level percentage. Ms. Filtz will ensure that future Report Cards contain this data for the District.

Motion by Mary Rayome, seconded by John Benbow to approve the balance of the Educational Services Committee report and minutes of the March 7, 2022 Educational Services Committee meeting. Motion carried unanimously.

B. Business Services Committee – March 7, 2022. Report given by John Benbow.

Mr. Benbow 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 the proposed Wisconsin School Nutrition Purchasing Cooperative 66.0301 Agreement for the 2022-23 School Year in an amount of \$300.00.
- BS-2 Approval of the proposed CESA 5 agreement in the amount of \$437,722.00 for the 2022-23 school year.
- BS-3 Approval of to pay the remaining WoodTrust Bank loan balance for the Daktronics video display board in the amount of \$391,889.00 from the District's General Fund. All sponsor and advertising revenues from the video display board will be deposited into the Quadplex and Stadium Sustainability Fund.
- BS-4 Approval to contract with Current Technologies to rewire Grant Elementary for a total cost of \$42,757.00 to be funded 80% by the Federal Erate program and 20% from the 2022-23 Technology and Curriculum Referendum Budget.
- BS-5 Approval to purchase 120 Meraki Wireless Access Points from SHI International for a total cost of \$61,980.00 to be funded 80% by the Federal Erate program and 20% from the 2022-23 Technology and Curriculum Referendum Budget.
- BS-6 Approval to purchase 80 Juniper switches with accessories and a 3-year support and licensing bundle from Bytespeed for a total cost of \$405,562.00 to be funded 80% by the Federal Erate program and 20% from the 2022-23 Technology and Curriculum Referendum Budget.
- BS-7 Approval to purchase 2 - Fortinet Fortigate firewalls and support from PDS for a total cost of \$36,834.08 to be funded 80% by the Federal Erate program and 20% from the 2022-23 Technology and Curriculum Referendum Budget.
- BS-8 Approval of a 3-year contract with Solarus to provide 2GBs of internet access to the District at a monthly cost of \$2,300.00 to be funded 80% by the Federal Erate program and 20% from the 2022-23 Technology Budget.

Ms. Hett requested that consent agenda item BS-3 be held out.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda items BS 1, 2, 4, 5, 6, 7, and 8. Motion carried unanimously on a roll call vote.

With regard to consent agenda item BS-3, Mr. Benbow explained that the recommendation is to approve paying off the WoodTrust loan balance of \$391,889.00 using the District's General Fund. Any future sponsor and advertising revenue from the video display board would get deposited into the Quadplex and Stadium Sustainability Fund. As a result of the loan payoff, the District would receive approximately \$119,526.00 in state aid which would help lower property taxes for the 2022-23 school year. Also, interest payments in the amount of \$21,931.00 would be eliminated. There is enough money in the General Fund to cover the cost of paying off the balance.

Ms. Hett questioned the prudence of transferring from Fund 10 to Fund 38 when the General Fund should be utilized toward instruction, and she expressed concerns around already spending \$155,000.00 out of the General Fund earlier in the year due to a quadplex shortfall. Between the two Fund 10 payments to cover the shortfalls, she sees the District spending an unplanned amount of approximately \$500,000.00 toward a quadplex/field sustainability fund. Given the uncertainties of rising expenses due to inflation, including a higher Consumer Price Index (CPI) wage percentage to be considered, she would like to see any donations or marketing/advertising dollars generated go back into Fund 10 to make it whole.

Mr. Nelson explained that the burden to support and sustain the fields rests on the District's shoulders, and it behooves the District to set up the sustainability fund and deposit future revenues into it so that turf upgrades are able to be made when they are needed in years to come. By making the transfer, the District actually generates an additional \$119,526.00 in revenue which is 30.5% of the \$391,889.00 balance being paid off that it wouldn't

otherwise receive. Furthermore, all donations to the quadplex construction project go into the Fund 49 construction fund and will equate to around \$7 million when all is said and done, not to be confused with the video scoreboard revenue.

Superintendent Broeren explained that the two initiatives (quadplex/scoreboard) were kept separate specifically to ensure that the video display board “extra” as a late add-in via a loan was tracked appropriately given the uncertainty about how soon or how much revenue would be generated to cover it. Generating the loan helped to avoid any adverse impact to Fund 10. There is enough in Fund 10 to cover the loan payoff recommendation, and inflation concerns tied to the CPI percentage mentioned for wages actually impacts the 2022-23 budget, not the current budget. He made mention that any marketing/advertising dollars generated over the next five years will continue to go toward the \$410,000.00 cost of the scoreboard until it is paid for, of which \$270,000.00 has already been generated. Had it been known that a majority of the funding needed would have been generated so quickly to cover the scoreboard expense, a loan probably wouldn’t have been pursued. Ms. Hett requested clarification on which Fund the dollars generated through marketing/advertising for the scoreboard would go, and Mr. Broeren stated the dollars would go into either Fund 10 or potentially into Fund 46 depending upon the circumstances. These funds would be spent on whatever might be necessary at the given time. One aspect of retaining funds for the future to be considered is the fact that having too much set aside can also have a negative impact on taxpayers based upon the State funding formula.

Mr. Nelson stated that District auditors are recommending that the scoreboard revenue be placed into Fund 80 as field usage revenue due to the anticipated high community use of the quadplex. Mr. Broeren reiterated that dollars raised beyond what is needed to pay for the scoreboard would be earmarked for field/maintenance upkeep and future stadium turf replacement, which is likely to be needed in approximately 12 years.

Lastly, Ms. Hett requested information on whether or not the District would be subject to any type of prepayment penalty and wants confirmation that local taxpayers will not be negatively impacted by the decision to pay the loan off early as alluded to in language contained in the original loan agreement provided in Board background materials in September, 2021. Mr. Broeren expressed confidence that there is no penalty or negative impact, but suggested that the Board take action with a caveat around the tax implication or prepayment penalty concern, and he will double check this aspect of the loan before it gets paid off. He will update Board members once everything has been verified. The Board modified the recommended motion under consent agenda item #3 to read as follows:

Motion by John Benbow, seconded by Katie Medina to pay off the remaining WoodTrust Bank loan balance for the Daktronics video display board in the amount of \$391,889.00 from the District’s General Fund based upon there being no negative impact to taxpayers or the District as a result. All sponsor and advertising revenues from the video display board will be deposited into the Quadplex and Stadium Sustainability Fund. Motion carried on a roll call vote of 5-1. Sandra Hett voted no and Troy Bier abstained.

Mr. Bier provided updates and reports on:

- Various invoices, bid specs, and purchase orders

Motion by Troy Bier, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the March 7, 2022 Business Services Committee meeting. Motion carried unanimously.

C. Personnel Services Committee – March 7, 2022. 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 certified, non-represented staff appointment of Payeng Xiong (School Nurse - District).
- PS-2 Approval of the professional staff appointments for the 2022-23 school year of Ava Magee (Teacher – LHS), Zachary Pecha (Teacher – LHS), Destiny Miller (School Psychologist – District), Brianna Anderson (School Psychologist – District), and Megan Hand (Teacher – LHS).
- PS-3 Approval of the support staff appointments of Cindy Bell (Kitchen Helper – WRAMS), Taylor Soderberg (Noon Duty Aide – Grove), Elly Wettstein (Noon Duty Aide – Woodside), Melissa Froehle (Frontline Coordinator/Administrative Assistant – District), Jessica Linzmeier (Noon Duty Aide – Woodside), Toni Girard (Special Ed Aide – Woodside), Rae Ann Nelson (Cashier – Lincoln), Roxanne Fuller (Second Cook – Mead), Rebekah Krug (Baker – LHS), Jacob Linzmeier (Custodian – East), Layla London (Noon Duty Aide – Woodside), Laurie Holnbach (Manager Production Kitchen – THINK), and Sabrina Blundon (Kitchen Helper – LHS).

- PS-4 Approval of the professional staff resignations of Jessa Voelker (School Psychologist – District), Laura Cronan (Teacher – LHS), April Hafermann (Teacher – Howe), and Shannon Huff (School Psychologist – District).
- PS-5 Approval of the support staff resignations of Amanda Motto (Noon Duty Aide - Washington), Emily Jardine (Cashier – LHS), Melissa Wagner (Security Aide – LHS), and Crystal Fraundorf (Secretary – Washington).
- PS-6 Approval of professional staff retirements of Colette Altmann (Teacher – Washington/Grove), Diane Glodosky (Teacher – Grant), Marilyn Kreuser (Teacher – Washington), Mary Nicklaus (Teacher – WRAMS), Angela Forstner (Teacher – WRAMS), Susan Morzewski (Teacher – Howe), Molly Murphy (Teacher – Grove), Joseph Wendolek (Teacher – Central Oaks), Ruth Reis-Holtz (Teacher – THINK), David Keech (Teacher – WRAMS), Lori Waterson (Teacher – Howe), and Dawn Lamb (Teacher – Howe).
- PS-7 Approval of the support staff retirements of Shirley Brehm (Manager Production Kitchen - THINK), Kathleen Kester (Library Aide – Washington), Cathie Buchberger (Manager Production Kitchen – Grant), and Julie Mallek (Special Ed Aide – Woodside).
- PS-8 Approval of Board Policy 380.1 – Therapy Dogs in schools for second reading.
- PS-9 Approval of Board Policy 380 – Animals in the School for second reading.
- PS-10 Approval of Board Policy 830.2 – Facility Use Policy for Rapids Area Sports Complex for second reading.
- PS-11 Approval of Board Policy 830 – Use of School Facilities for second reading.
- PS-12 Approval of Board Policy 830.1 – Facility Use Policy for the Performing Arts Center for second reading.
- PS-13 Approval of changing the Buildings and Grounds Receiving Secretary position to 8.00 hours per day for every workday.

Sandra Hett requested to have consent agenda item PS-8 held out.

Motion by Sandra Hett, seconded by Larry Davis to approve consent agenda items PS 1-7 and 9-13. Motion carried unanimously.

With regard to consent agenda item PS-8, Ms. Hett clarified that the administration provided an additional recommended revision to the second draft of Policy 380.1 – Therapy Dogs in Schools. In paragraph #2 on page one, it is recommended that the bulleted list (*a through e*) naming specific national therapy dog organizations be removed and instead include language making reference to organizations found on the American Kennel Club (AKC) website. After discussion, a new motion was made to replace consent agenda item PS-8 to read:

Motion by Sandra Hett, seconded by Mary Rayome to approve of Board Policy 380.1 – Therapy Dogs in Schools for second reading with the recommended changes as noted. Motion carried unanimously.

Ms. Hett provided updates and reports on:

- The Committee received an update on the activities and utilization of the District’s Employee Assistance Program (EAP). The EAP usage rate was slightly up from 2021-22; however it is still near the average range over the past four years.

Motion by Sandra Hett, seconded by Troy Bier to approve the balance of the Personnel Services Committee report and minutes of the regular March 7, 2022 Personnel Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

Ms. Rayome expressed concerns for staff mental health and well-being as a follow-up to similar sentiment she first raised in 2019 prior to the pandemic. In addition to the topic of staff burn-out, she mentioned the importance of staff retention and finding ways to ensure the District continues to be the most attractive and desirable place to work. The Board considered establishing a subcommittee to meet with staff members, and ultimately came to the consensus to have an individual Board member visit each school building on a designated date/time to hold listening sessions with the sole purpose of gathering information about what staff members feel is going well, and the challenges they may be facing or concerns they may have.

A schedule will be developed for this to occur in the upcoming weeks, and a follow-up Board workshop will then take place for the full Board to meet and review the information gathered as well as brainstorm ideas that might positively impact staff morale and retention.

Legislative Agenda

Troy Bier shared the following information:

- On March 9, 2022, the Governor’s Special Session call was gavelled in and immediately adjourned by both houses of the legislature. The session was to consider a plan to spend of the state’s projected budget surplus on a \$150 refund to every Wisconsin taxpayer and \$750 million for schools.
- The Senate approved a number of bills including a “parental bill of rights,” unlimited expansion of voucher schools, and breaking up Milwaukee Public Schools. Other K-12 bills acted on include:
 - AB-082 – cardiac arrest during youth athletic activities
 - AB-122 – creating a statutory definition of a “micro education pod”
 - AB-446 – Reading readiness assessments and granting rule-making authority
 - AB-903 – programs for gifted and talented pupils
 - AB-962 – Landscape Analysis Participation involving the UW System participation in DPI initiated analysis of educator preparation programs
 - AB-963 – rights reserved to a parent or guardian of a child
 - AB-965 – components, methods, and formulas the DPI uses to publish school and district accountability reports and granting rule-making authority
 - AB-966 – reorganizing the Milwaukee Public School system
 - AB-967 – high performing charter schools authorized by school boards
 - AB-968 – creating a Charter School Authorizing Board and allowing the board to authorize independent charter schools
 - AB-970 – eliminates income limits for parental choice programs and makes other adjustments to the program
 - AB-975 – concerning substitute teacher permits issued by the DPI
 - AB-995 – regarding face covering opt-outs
- A list of lawmakers who are not seeking reelection was shared.
- Mr. Bier reminded voters to get out and vote in the April 5, 2022 spring election.

Bills

Motion by Mary Rayome, seconded by John Benbow to note February, 2022 receipts in the amount of \$9,497,780.66 and approve February, 2022 disbursements in the amount of \$3,578,688.52. Motion carried unanimously on a roll call vote. *Ms. Hett requested information regarding Water Works & Lighting Commission (WWL&C) bills being listed properly by location since there seems to have been a change in how they are reported, and also inquired as to where the December WWL&C invoice was posted since it appears as though no payment was made for this month. Director of Business Services Aaron Nelson will look into and respond to the inquiry.*

New Business

Employee Appointments, Resignations, and Retirement Requests

None.

Resolution Pertaining to Debt Defeasance

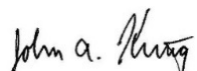
Aaron Nelson, Director of Business Services, presented a resolution for the Board to consider which would pay off the last year of debt (2041) on the referendum debt schedule. A 2022 Defeasance Analysis report was presented, and the projected net savings after defeasance is \$842,842.00. The Board discussed the Resolution.

Motion by John Benbow, seconded by Larry Davis to approve of a Resolution authorizing the transfer of Funds, the establishment of an Escrow Account with respect to and the defeasance of certain of the General Obligation Refunding Bonds, Series 2021, dated August 2, 2021. Motion carried unanimously on a roll call vote.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:11 p.m.


John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk