



BOARD OF EDUCATION MEETING MINUTES

John A. Krings, President
John Benbow, Jr.
Troy Bier
Christopher Inda
Kathi Stebbins-Hintz
Elizabeth St.Myers
Julie Timm

November 11, 2024

REGULAR BOARD OF EDUCATION MEETING

LOCATION: District Board Office, 510 Peach Street, Wisc. Rapids, WI 54494
Conf Rm A/B

TIME: 6:00 p.m.

BOARD MEMBERS PRESENT: Troy Bier, Christopher Inda, John Krings, Kathi Stebbins-Hintz, Elizabeth St.Myers, Julie Timm

BOARD MEMBER EXCUSED: John Benbow

ADMINISTRATION PRESENT: Ed Allison, Phillip Bickelhaupt, Nicole Calteux, Roxanne Filtz, Steve Hepp, Aaron Nelson, Brian Oswald, Ronald Rasmussen

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

Pledge of Allegiance

Roll Call

Public Comment

None.

School Showcase

Nicole Calteux, Principal of Grant Elementary, introduced Joe Wendolek, former teacher at Grant Elementary and Central Oaks Academy. Together they provided information to the Board about the unique learning and growth opportunities that students experience through use of the Grant School Forest. Mr. Wendolek provided some history around the school forest's development through collaborative efforts between Grant Elementary and Central Oaks staff, as well as support from local businesses. The forest features a Discovery Zone, exercise areas, fact signage about the environment, history, science, and interesting trivia, as well as benches to read, rest, and take in the surroundings. The forest can also be explored and enjoyed by community members during non-school hours.

Additionally, Ms. Calteux has offered the school forest resource as a place for other District elementary schools to bring their students to on field trips as it provides an economical way in which students can enjoy the outdoors while exploring and learning together. The Board thanked Ms. Calteux and Mr. Wendolek for their informative presentation and continued efforts to continually improve the Grant Elementary School Forest for all to enjoy.

Student Representative Report

Student Representative Delainey Morrison shared updates on the following:

- Winter sports is beginning with hockey, swimming, basketball, wrestling, and gymnastics
- The "12 Angry Jurors" theatre performance is coming up on November 15-17, 2024
- DECA will be participating in the Emerging Leaders Conference on November 17-18, 2024 in Wisconsin Dells
- An LHS Band concert is scheduled for November 21, 2024
- Trimester 1 ends on November 26, 2024 and Trimester 2 begins on December 2, 2024
- Autumn Break occurs on November 28-29, 2024

Approval of Minutes

Motion by Troy Bier, seconded by Julie Timm to approve regular Board meeting minutes of October 14, 2024, special open session Board meeting minutes of October 22, 2024; and special closed session Board of Education meeting minutes of October 22, 2024. Motion carried unanimously.

Committee ReportsEducational Services Committee – November 4, 2024. Report given by Kathi Stebbins-Hintz.

Ms. Stebbins-Hintz 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 course *Advanced Video, Digital and Graphic Arts* as a .5 elective credit available to students in grades 10-12 beginning with the 2025-26 school year.
- ES-2 Approval of the proposed course *Game Changers: Tracing History Through Sports* as a .5 credit social studies course available to students in 11th and 12th grades beginning with the 2025-26 school year.
- ES-3 Approval of removing the course *America's Voice* from the Lincoln High School Program of Studies beginning with the 2025-26 school year.
- ES-4 Approval of removing the course *America's Story* from the Lincoln High School Program of Studies beginning with the 2025-26 school year.
- ES-5 Approval of changing the grade levels of students eligible to take *Earth Structure and Processes* from students in grades 9-12 to students in grades 9-10 beginning with the 2025-26 school year.
- ES-6 Approval of changing the prerequisite for the *Meteorology, Oceanography and Climatology* course beginning with the 2025-26 school year to state, "It is recommended, but not required, that sophomores who take this course have already completed Earth Structure & Processes."
- ES-7 Approval of changing the prerequisite for the *Physical Geology* course beginning with the 2025-26 school year to state, "Students will collect and evaluate data using methods that are appropriate for students in grades 10-12. It is recommended, but not required, that sophomores who take this course have already completed *Earth Structure & Processes*."
- ES-8 Approval of changing the language in the Program of Studies course description for the course *Topics in Physical Science* effective with the 2025-26 school year to read, "This course is not open to students who have previously earned a grade of C- or higher in a course in *Chemistry, Physics, or Earth Science* at Lincoln."
- ES-9 Approval of changing the language in the Program of Studies course description for the course *Topics in Life Science* effective with the 2025-26 school year to read, "This course is not open to students who have previously earned a grade of C- or higher in a biology course at Lincoln."
- ES-10 Approval of removing the course *Physics 101* from the Program of Studies beginning with the 2025-2026 school year.
- ES-11 Approval of removing *AP Environmental Science* from the Program of Studies beginning with the 2025-2026 school year.
- ES-12 Approval of allowing students to take both *Environmental Literature in the Outdoors* and *Outdoor Education F/S* (Fall/Spring) beginning with the 2025-26 school year.
- ES-13 Approval of allowing students to take both *Environmental Literature in the Outdoors* and *Winter Outdoor Education* beginning with the 2025-26 school year.
- ES-14 Approval of adding the prerequisite to the course *Mental Health and Stress Management* that states students must complete their required .5 credit health course prior to taking *Mental Health and Stress Management* as well as limiting course enrollment to students in grades 10-12 beginning with the 2025-26 school year.
- ES-15 Approval of changing the name of the course *English 101* to *WF 100 First Year Writing*; *English 202* to *WF 105 Research and Rhetoric*; and *History 104* to *World Civilizations II* beginning with the 2025-2026 school year.
- ES-16 Approval of one application to participate in one requested course through the Early College Credit Program (ECCP) in the spring of the 2024-25 school year.

ES-17 Approval of thirteen applications to participate in eight requested courses at Mid-State Technical College through the Start College Now (SCN) program in the spring of the 2024-25 school year.

Ms. St.Myers requested that consent agenda Items ES-8 and ES-9 be held out for a separate vote.

Motion by Kathi Stebbins-Hintz, seconded by Troy Bier to approve consent agenda items ES 1-7 and ES 10-17. Motion carried unanimously.

Motion by Kathi Stebbins-Hintz, seconded by Troy Bier to approve consent agenda item ES 8. Motion carried on a vote of 5-1. Elizabeth St.Myers voted no.

Motion by Kathi Stebbins-Hintz, seconded by Troy Bier to approve consent agenda item ES 9. Motion carried on a vote of 5-1. Elizabeth St.Myers voted no.

Ms. Stebbins-Hintz provided updates and reports on:

- The District's migration to the Skyward Qmlativ system which has presented both challenges and rewards.
- Planned implementation of the JROTC program beginning with the 2025-26 school year; after some lengthy conversation and concerns raised by the Committee around the topic, Board members requested that the administration gather additional information and bring this item back for a formal vote by the Board at the December meeting.
- Mr. Rasmussen reviewed the District Strategic Plan and solicited feedback from Committee members on areas they feel should be changed, updated, or added. Feedback was provided for each Objective in the plan, and the Committee requested an additional 4-5 concrete goals be added around the areas of curriculum, literacy, closing achievement gaps, and discipline. Also, a suggestion was made to consider an additional item being added around building and program needs into the future, and how they will be funded in light of the 2021 referendum nearing its conclusion.

In reviewing the Educational Services Committee minutes, Ms. Stebbins-Hintz requested to have an additional bullet point added on page 7 to state that "JROTC teachers could be paid as a full-time, year-long teacher while only teaching one class for two trimesters per year."

Motion by Kathi Stebbins-Hintz, seconded by Troy Bier to approve the balance of the Educational Services Committee report and minutes of the November 4, 2024 Educational Services Committee meeting with one revision on page 7 as noted. Motion carried unanimously.

B. Business Services Committee – November 4, 2024. Report given by Julie Timm.

Ms. Timm 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 to renew a 5-year license for Genetec software and support from Systems Technologies at a total cost of \$55,625.16 to be funded from the 2024-25 District Technology Referendum Budget, District Technology Budget, and the Buildings and Grounds Budget.

BS-2 Approval to enter a 3-year contract with Cynet for Cynet All-In-One EDR services for our network and computing environment from Heartland Business Systems for a total annual cost of \$30,585.11 to be funded from a combination of Technology Support and Technology Referendum Budgets.

Motion by Julie Timm, seconded by Troy Bier to approve consent agenda items BS 1-2. Motion carried unanimously on a roll call vote.

Ms. Timm provided updates and reports on:

- The topic of renewing the Wireless Access Point (WAP) license was tabled as the Technology Department continues to pursue better costs to replace WAPs and their licensing.
- Invoices, bid specs, and purchases made were reviewed.

Motion by Julie Timm, seconded by Christopher Inda to approve the balance of the Business Services Committee report and minutes of the November 4, 2024 Business Services Committee meeting. Motion carried unanimously.

C. Personnel Services Committee – November 4, 2024. Report given by Troy Bier.

Mr. Bier 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 Kyle Olson (Instructional Aide – WRAMS) and Laurie Price (Instructional Aide – Lincoln).
- PS-2 Approval of the professional staff appointments of Anna Tuuri (Cross Categorical Teacher – Lincoln) and Mikayla Obsuszt (Teacher, Business Education – Lincoln).
- PS-3 Approval of the professional staff resignation of Amy Korslin (Cross Categorical Teacher – Central Oaks).
- PS-4 Approval of the non-represented certified staff resignation of Payeng Xiong (Nurse – Lincoln/RCHS).
- PS-5 Approval of the non-represented support staff retirement of Maurine Hodgson (Executive Assistant to the Superintendent and Board Secretary).
- PS-6 Approval of aligning the Confidential Secretary position post-employment benefit to the same benefit offered to the hourly staff members for any new hires effective November 12, 2024.

Troy Bier requested that consent agenda Item PS-6 be held out.

Motion by Troy Bier, seconded by Julie Timm to approve consent agenda items PS 1-5. Motion carried unanimously.

With regard to Item PS-6, the Board heard rationale from Superintendent Rasmussen and Director of Human Resources Brian Oswall about changing the Confidential Secretary group's Other Post-Employment Benefit (OPEB) due to budgetary constraints anticipated for the upcoming fiscal year. The confidential group is the only hourly staffing group with this benefit, and the administration believes it should be aligned with the clerical/aide hourly staff member grouping since pay for the confidential positions already differentiates and accounts for duties involved.

Board members discussed the recommendation. Concerns were raised around the inequity and divisiveness this change could cause amongst staff members within the same grouping, the fact that no cohesive plan around OPEB has been developed yet which makes targeting one employee group inadvisable, and the fact that the two confidential positions about to be posted require a skillset that is important to draw strong applicants for. Providing the benefit may attract as many applicants as possible in light of the current labor market worker shortage.

Motion by Troy Bier, seconded by Elizabeth St. Myers to approve of consent agenda item PS-6. Motion failed on a vote of 2-4. Kathi Stebbins-Hintz, John Krings, Christopher Inda, and Julie Timm voted no.

Mr. Bier provided updates and reports on:

- Open enrollment numbers for the 2024-25 school year were reviewed.
- Grove Elementary being identified as having low-income students and students of color as disproportionately taught by inexperienced teachers; WRPS has responded to the identification by providing its plan to the Wisconsin Department of Public Instruction (DPI) to address this disproportionality, and is awaiting further guidance.
- Mr. Oswall provided wage comparisons from local districts, explaining that the pay rates are useful as a general reference, but not truly comparable due to how each district defines their positions.

Motion by Troy Bier, seconded by Julie Timm to approve the balance of the Personnel Services Committee report and minutes of the November 4, 2024 Business Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

Mr. Bier shared the following legislative updates:

- The Legislative Study Committee on Emergency Detention and Civil Commitment of Minors heard testimony and recommendations that aimed to address the youth mental health crisis in the state. A recommendation to increase school based mental health services funding to \$270 million in the 2023-25 Executive Budget was made.
- November election results at the federal level have the GOP clinching both the Presidency and Senate; state results reduced the GOP margins in both the Senate and Assembly with GOP control being retained in both chambers.
- School referenda statewide had 108 of 138 questions approved by voters in the November election, which is a passage rate of slightly over 78 percent; referendums to issue debt had an 87.9% passage rate, non-recurring referendums had a 69.5% passage rate, and recurring referendums had a 77.3% passage rate.
- Three states had voters weighing in on their states school choice/voucher systems. Voters in Colorado, Nebraska, and Kentucky all voted against private school vouchers.
- The Department of Public Instruction's (DPI) 2025-27 biennial budget request includes a special education reimbursement rate of 90 percent by fiscal year 2027, provides meaningful per-pupil adjustments to revenue limits, limits property tax increases, indexes revenue limits to inflation for the first time in 15 years, expands the per-pupil categorical aid program, and funds several grant programs. The DPI's overall budget request will propose just over \$4 billion in new, significant investments in K-12 public education.

Bills

Motion by Troy Bier, seconded by Julie Timm to note October, 2024 receipts in the amount of \$941,151.46 and approve October, 2024 disbursements in the amount of \$3,729,456.21. Motion carried unanimously on a roll call vote.

Ms. Stebbins-Hintz requested additional information around the U.S. Bank card charges found on page 2, which do not itemize or provide any detail concerning the purchases when compared to the information provided on pages 35 or 41 for Home Depot or Ace Hardware. Aaron Nelson, Director of Business Services, will develop a process to provide the additional information being requested.

New Business

Employee Appointments, Resignations, and Retirement Requests

Mr. Brian Oswall, Director of Human Resources, presented the following professional staff resignation, pending a receipt of liquidated damages:

Ashley Butler	Location:	Woodside Elementary
	Position:	Teacher – Grade 1 (1.0 FTE)
	Effective Date:	November 22, 2024
	Date of Hire:	August 28, 2018

Motion by Troy Bier, seconded by Julie Timm to approve of the professional staff resignation of Ashley Butler, pending a receipt of liquidated damages. Motion carried unanimously.

Process to Hire Replacement for Board Secretary/Executive Assistant to Superintendent

Superintendent Ronald Rasmussen presented information around a process to fill the Board Secretary/Executive Assistant to Superintendent position which would include first round interviews being conducted by a team of Central Office Administrators and three Board members. Second round interviews would move on to the full Board for their involvement in the final selection. Wage information for similar positions was reviewed, and Mr. Rasmussen explained that it is possible that a recommendation for the position to be moved to a salaried position will be forthcoming, which the Board signaled they would be open to support.

Board members discussed the process and considered who should be involved in first round interviews. A suggestion was made for the first round to involve John Krings, Kathi Stebbins-Hintz, and Troy Bier. Timelines for the hiring process were reviewed. Board members will send any suggested questions to incorporate into the interview process to Mr. Rasmussen.

Motion by Julie Timm, seconded by Christopher Inda to approve of the process to hire a replacement for the Board Secretary/Executive Assistant to Superintendent position, which includes first round interview involvement by Board Members Troy Bier, John Krings, and Kathi Stebbins-Hintz, with final candidate(s) to be interviewed by the full Board prior to an employment offer being tendered. Motion carried unanimously.

School Perceptions Staff and Parent Survey Proposal

Mr. Rasmussen presented a proposal from School Perceptions to conduct a survey of staff members and parents to gather impressions around school culture and climate, and learn about what they perceive to be the positives and potential areas

for improvement in the District. School Perceptions is the same firm utilized by the District in 2020, except at that time the survey was sent specifically to community members. In light of the difficult budgetary decisions anticipated to be coming and to guide decisions relative to academic programming, Mr. Rasmussen felt that conducting the survey may prove to be helpful as all areas of programming undergo review. The cost for the survey will be \$8,900.00 for both surveys to be conducted, and this includes an overall report analysis for each. There is also an additional comment/qualitative report which can be compiled for an additional cost of \$95.00 per hour.

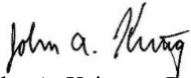
Board members discussed the proposal and indicated they recognize the value in collecting this survey data and then putting it to use in the decision-making process to make improvements and/or enhance District programming. Some concern was expressed in the additional comment/qualitative report being generated without knowing the exact cost involved. Mr. Rasmussen will ensure that a cost estimate is secured for Board consideration and approval, prior to moving forward to have School Perceptions develop this report.

Motion by Troy Bier, seconded by Julie Timm to approve of a proposal from School Perceptions to conduct staff and parent surveys at a cost of \$8,900.00 for the surveys and overall report analysis, plus \$95.00 per hour for a comment/qualitative report for which a cost estimate will be received prior to beginning the report, to be paid using funds specifically budgeted for use by the Board of Education. Motion carried unanimously.

Calendar

Calendar items were reviewed.

Mr. Krings adjourned the meeting at 7:30 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Julie Timm – Clerk