



# 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

September 12, 2016

### REGULAR BOARD OF EDUCATION MEETING

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

TIME: 6:00 p.m.

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

ADMINISTRATION PRESENT: Colleen Dickmann, Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Glenn Haupt, Phillip Bickelhaupt, Ed Allison, Ronald Rasmussen

MEDIA PRESENT: Jesse Austin – River Cities Community Access; Jonathan Anderson – *The Daily Tribune*

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

Pledge of Allegiance

Roll Call

#### Student Representative’s Report

Drake Blossfield reported on the following:

- The Lincoln football team has been performing extremely well, winning many of their games
- Girls swim team received a fourth overall out of eleven teams recently in a meet at Appleton, and set a new meet record in the 100-medley relay
- Auditions for the October 15-16 fall show are taking place. Two of the three play performances were written by previous Lincoln Advanced Drama students
- Planning for Homecoming is underway and will include activities such as Powder Puff, Powder Buff, a football game against Neenah, Spirit Week, male poms, and a school dance
- Students participated in an assembly to hear a speaker who touched on the topic of teamwork, and how to be a better teammate on and off the field

#### Approval of Minutes

**Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of August 8, 2016, and special closed session meeting minutes of September 6, 2016. Motion carried unanimously.**

#### Comments from Citizens and Delegations

None. Mr. Benbow announced that referees are being sought as W.I.A.A. events are experiencing a shortage. The high school athletic director can be contacted if anyone is interested.

#### Committee Reports

A. Business Services Committee – September 6, 2016. Report given by Larry Davis.

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

- BS-1 Approval of a 66.03.01 cooperative agreement for students attending the Virtual program from the school district as listed.

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

Mr. Davis provided updates and reports on:

- Purchases from Hawkins Ash CPA for audit services, Atomic Learning for staff training, the City of Wisconsin Rapids for police liaison services, and Systems Technologies for cameras purchased and installed at East Jr. High School.
- Phillip Bickelhaupt, Director of Technology, updated the Committee on the security camera system installation project at East Jr. High School.
- Ed Allison, Director of Buildings & Grounds, updated the Committee on utility usage costs over the past fiscal year.

**Motion by Larry Davis, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the regular September 6, 2016 Business Services Committee meeting. Motion carried unanimously.**

**Motion by Larry Davis, seconded by John Benbow to approve of special closed session Business Services Committee meeting minutes of August 8, 2016 and August 24, 2016.**

**B. Personnel Services Committee – September 6, 2016. 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 Jamie Jestadt (Library Media Specialist – District), Stanley Walker (Grade 3 – Mead), Carrie Mancl (Grade 3 – Mead), Matthew Barry (Grade 2 – Mead), Megan Kindred (Grade 4 – Howe), Jennifer Perkins (Math – East Jr. High), Danielle Heuer (Teacher Intern, Math – Lincoln), Anna Kasukonis (Grade K/1 – Vesper), Marcia Bruns (Elementary Keyboarding – District), and Amanda Akkerman (Virtual 4K/5K – Grant); and the support staff appointments of Ashley Larsen (Receiving & Inter-District Delivery Assistant – District), Carrie Lau (Baker – Lincoln), Jany Helke (Breakfast Cashier – Mead), Casey Mitchell (Noon Aide – Vesper), Christine Noie (Noon Aide – Grant), Cheryl Schultz (Noon Aide – Grant), Doug Look (Night Custodian – Lincoln), Ashley Lynn (Special Education Aide – Mead), Diane Glaza (Security Aide – Lincoln), Vicki Esselman (Breakfast Cashier – Grove), Marci Doersch (AV Aide/Study Hall Aide – Lincoln), Mary Tyjeski (Special Ed Aide LRC – WRAMS), Zachary King (Parent Outreach Coordinator/Behavior Interventionist – Mead), Peggy Weidman (Head Cook – Grant), Amanda Bohn (Special Ed Aide – Woodside), Tara Koch (Office/Health Aide – Grove), Nichole Goetz (Noon Aide – Howe), Anissa Vold (Instructional Aide – East Jr. High), Jennifer Wilkins (Noon Aide – THINK), Jennifer Esselman (Library Aide – Lincoln), Jodi Pelot (Special Ed Aide – Lincoln), Samantha Richardson (Special Ed Aide in RIE – Lincoln), Beth Crotteau (Special Ed Aide – East Jr. High), Sandra Mroz (Noon Aide – Grove), Jason Daughenbaugh (Noon Aide – Howe); and the non-represented, certified staff appointment of Sasha Anderson (School Nurse – District).
- PS-2 Approval of the professional staff resignation request of Catherine Stuttgen (Grade 3 – Grant), and the support staff resignation requests of Brian McAllister (Noon Aide – Howe), Karrie Benda (Special Education Aide – Mead), Heather Ulbrich (Noon Aide – Grant), Robyn Vicker (Noon Aide – Grove), Shelley Moon (Special Education Aide – Mead), Yvonne Bujanowski (Noon Aide – Vesper), and Stephanie Gross (Special Education Aide – Mead).
- PS-3 Approval of Board Policy 132 – Board Member Resignation/Vacancy for second reading.
- PS-4 Approval of Board Policy 133 – Filling Board Vacancies for second reading.
- PS-5 Approval of Board Policy 321 – School Calendar for second reading.
- PS-6 Approval of the deletion of Board Policy 322 – School Day for second reading.
- PS-7 Approval of the wage rate of \$11 per hour for school district athletic event staff effective with the start of the 2016-17 school year.

Ms. Hett requested that consent agenda item PS-2 be held out.

**Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda item PS 1. Motion carried unanimously.**

**Motion by Sandra Hett, seconded by Anne Lee to approve consent agenda item PS 2. Motion carried on a vote of 6-1. Sandra Hett voted no.**

**Motion by Sandra Hett, seconded by Anne Lee to approve of consent agenda items PS 3, 4, 5, and 6. Motion carried unanimously.**

**Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda item PS 7. Mr. Christianson clarified that the request is to bring a standardized wage rate into effect across the district, streamline the compensation system, and hopefully attract employees to work the events. Motion carried unanimously.**

Ms. Hett provided updates and reports on:

- Supplemental Pay – the Committee reviewed wage rates for current professional staff in sample hard-to-fill subject areas such as Technology Education, Business Education, and Mathematics and discussed potential supplemental pay options.

**Motion by Mary Rayome, seconded by Anne Lee to approve regular Personnel Services Committee meeting minutes of September 6, 2016. Motion carried unanimously.**

C. Educational Services Committee – September 6, 2016. 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 changes to Board Policy 345.5 – Graduation Requirements for first reading.

ES-2 Approval of the recommendation of Lea Ann Turner to serve as the CII parent representative during the 2016-17, 2017-18, and 2018-19 school years.

**Motion by Anne Lee, seconded by Larry Davis to approve consent agenda items ES 1-2. Motion carried unanimously.**

**Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the September 6, 2016, Educational Services Committee meeting. Motion carried unanimously.**

#### Agenda Referrals/Information Requests

None.

#### Legislative Agenda

Mr. Benbow shared the following information:

- The Wisconsin Department of Public Instruction (DPI) has developed emergency staffing rules which make numerous changes to PI34 rules governing the licensure of school personnel in order to address the teacher shortage. The rules aim to provide additional flexibility to individuals seeking a license for the 2016-17 school year. These rules:
  - allow Wisconsin educators age 55 or older and who hold, or have held, a master educator or life license to apply for a 5-year nonrenewable license without having to meet professional development requirements;
  - increases the number of consecutive days that a short term substitute can be employed in the same assignment from 20 to 45 days;
  - expands the renewal options for emergency licenses and permits;
  - expands the pathways already licensed teachers can use to add certain additional licenses based on passing content tests.
- Governor Walker has issued a statement affirming his plans to make funding for K-12 public education a top priority in the state's upcoming biennial budget.

- ACT scores for Wisconsin’s 2016 class of graduating high school seniors dropped from 22.2 to 20.5, and Wisconsin’s 2016 scores dipped slightly below the national average of 20.8, which was also slightly lower than last year. The lower results in Wisconsin reflect a 42 percent increase in participation in ACT testing from 2015 due to a change in state law mandating that *all* Wisconsin public school juniors take the ACT test as a required statewide assessment. Notably, Wisconsin’s composite average score ranked fourth in the nation among the 18 states that administer the college admissions exam to all public school graduates.
- The Assembly Republicans have released their Legislative Agenda for 2017-18, and Rep. Robin Vos (R-Rochester) is in strong support of a proposal to provide a tablet or laptop computer to every high school freshman in the state, regardless of their income or whether they attend a public private or charter school. Included in the plan is an initiative allowing students without internet access at home to check out portable wi-fi hot spots from their school. Another idea raised in the plan is to begin providing wi-fi capabilities on school buses. No details were provided on how the program would be funded or whether schools or districts already providing devices to students would receive some allowance or reimbursement under the plan. According to the DPI, there are roughly 70,000 freshmen in Wisconsin high schools this year.
- Governor Walker and State Supt. Tony Evers have announced a new state broadband contract that will significantly increase the capacity of BadgerNet, the state’s high-speed internet pipeline, which serves schools in all 72 counties while substantially reducing costs, saving the state \$8 million per year. The contract will also help connect additional schools throughout the state to the network. Schools participating in the state’s TEACH (Technology for Educational ACHievement) Program and BadgerNet will be eligible to receive bandwidth of 100 Megabits per second (Mbps) for \$100/month. In addition, one gigabit per second (1 Gbps) service will be available to all TEACH/BadgerNet customers for \$250/month.

#### Bills

**Motion by Mary Rayome, seconded by John Benbow to note August, 2016 receipts in the amount of \$3,921,498.90 and approve August, 2016 disbursements of \$15,035.48 from fiscal year 2015-16, and \$2,239,526.25 from fiscal year 2016-17, for a total amount of \$2,254,461.73. Motion carried unanimously on a roll call vote.**

#### New Business

##### Employee Appointment Request

Dr. Ryan Christianson, Director of Human Resources, presented an employee appointment request for the following non-represented, certified staff position:

Michelle Forcier	Location:	District
	Position:	School Nurse
	Effective Date:	September 26, 2016
	Salary:	\$40,500

**Motion by John Benbow, seconded by Larry Davis to approve of hiring Michelle Forcier to the position of School Nurse effective September 26, 2016 at a salary of \$40,500.00. Motion carried unanimously.**

##### 66.030 Agreements for Students to Attend Another District

Dr. Christianson explained that a request has been received for two students from Wisconsin Rapids to attend virtual programming in Nekoosa. The administration recommends approval for a one-year 66.030 agreement for the two students.

**Motion by Larry Davis, seconded by Katie Medina to approve of a one year 66.030 agreement for two students to attend Nekoosa virtual programming as recommended. Motion carried unanimously.**

##### Resolution Authorizing Temporary Borrowing in an Amount Not to Exceed \$5,000,000 and Participation in the PMA Levy and Aid Anticipation Notes Program

Dan Weigand, Director of Business Services, presented a Resolution which authorizes temporary borrowing in an amount up to \$5,000,000. However, he explained that the amount would likely be closer to \$3,000,000. The attorney at the legal firm which the District has utilized in the past has retired. As a result, a different process is being recommended in the Resolution. The borrowing this time around involves a consortium of districts joining together to go out to bid for the best rate possible. As a result, the Resolution includes wording for the District to participate in the PMA Levy and Aid Anticipation Notes Program. If approved, the process will be fully complete on October 3, 2016. Dr. Dickmann stated that Mr. Weigand has been monitoring the success of the consortium

program, and they typically get equal to or better rates than what the District has been able to secure in the past. Mr. Weigand explained that the primary reason for borrowing the dollars is to cover payroll expenses at times when state aid arrives after the payroll gets issued.

**Motion by Larry Davis, seconded by John Benbow to approve of a Resolution authorizing temporary borrowing in an amount not to exceed \$5,000,000 pursuant to Sec. 67(8)(a)(1) Wis. Stat.; issuance of tax and revenue anticipation promissory notes; and participation in the PMA Levy and Aid Anticipation Notes Program. Motion carried unanimously on a roll call vote.**

#### Sign Installation/Memorial Gift at Lincoln High School

Ronald Rasmussen, Principal of Lincoln High School, presented a proposal to the Board for a new digital outdoor sign to be placed on the northwest end of the property, near the current Lincoln sign containing mosaic tile. A memorial gift by the family of former WRPS Superintendent Tim Laatsch is available to help fund the cost of the sign. Mr. Laatsch's wife, Jaci, has been working on the project for approximately two months in hopes of moving the project forward. Lincoln High School is divided into two plots of land, with the first plot running from the south student parking lot to Riverview Expressway. The second plot runs from the South Wood County field down to the hockey rink. The City of Wisconsin Rapids only allows a certain amount of signage on a plot of land. Lincoln has the tiled sign, as well as the Performing Arts Center sign located on the first plot of land described. Any signage being proposed would need to have a variance approved by the City in order for the project to move forward.

After reviewing a number of possibilities, Mr. Rasmussen is proposing that the new digital sign be placed perpendicular to the current mosaic tile sign in order to take full advantage of the premium location where traffic passes by on the corner of 16<sup>th</sup> Street and Riverview Expressway. He believes that placement in this location will be most amenable to neighbors in the area, as well as the City. Mr. Rasmussen and Jaci Laatsch have been working together with the Stratford Sign Company to design a potential sign. Mr. Rasmussen provided a slideshow to the Board containing images of the sign and depicting its possible placement on the property. Stratford Sign would take care of all variances needed prior to installation.

The sign would cost approximately \$44,000-\$45,000 to purchase and install. This includes electricity that will need to be installed at the sign location. Mrs. Laatsch has been working with the power company concerning the electrical installation needed, and they have expressed a willingness to donate \$1,000 of the \$1,900 cost. Programming of the sign occurs wirelessly. The Laatsch family is willing to donate a memorial gift of approximately \$30,000 toward the sign project. Mr. Rasmussen is requesting approval to move forward with the project, with the balance of \$14,000-\$15,000 needed to complete the project potentially being paid for through fundraising efforts and/or District funds.

President Krings expressed deep gratitude to Mrs. Laatsch and her family for the generous memorial donation and support toward the sign.

**Motion by John Benbow, seconded by Larry Davis to approve of the installation of the outdoor sign at Lincoln High School as presented, with funding from the Tim Laatsch Memorial Fund, and with the understanding that the remaining funds need to be secured and variances from the City approved prior to sign installation. Motion carried unanimously on a roll call vote.**

#### Resolution Agreement with Office for Civil Rights (OCR)

Supt. Dickmann explained that a complaint was received from the OCR in March, 2016 concerning the District's website accessibility. Accessibility generally takes into account the accommodations that might be necessary for those physically disabled, or who may have hearing or visual challenges. The complaint was not specific, and when the District pressed for specifics about what needed to be rectified, examples such as not having closed captioning on a video or a more evident reference to the District 504 Coordinator on the website were provided. The OCR has evidently been inundated with similar complaints concerning other organizations as well.

When the District moved to an upgraded webpage, a software program began to be utilized which checks the District site and compares it to industry standard Web Accessibility Guidelines to detect areas that need upgrading to bring it into compliance. Many items the District Technology Department can correct on its own; however, some items must be handled by CESA 6 since the District contracts with them to host the webpage and they are the only ones able to take care of certain tasks relative to webpage maintenance. The District is interested in being as proactive as possible to resolve the complaint. The first step is for the Board to approve of a Resolution Agreement that has been reached with the OCR. The agreement contains specific items and timelines which the District will address to alleviate the online content concerns.

Phil Bickelhaupt, Director of Technology, explained that he believes the District has been proactive in its efforts to adhere to the Web Accessibility Guidelines. Along with continued monitoring with web accessibility software, he will plan to implement additional training for staff who are responsible for maintaining individual webpages and address any items in the Resolution Agreement as necessary to ensure District compliance.

The Board took the opportunity to ask questions concerning the Resolution.

**Motion by Larry Davis, seconded by Katie Medina to approve of the recommended Resolution Agreement as presented to address the Office for Civil Rights complaint Case Number 05-16-1217. Motion carried 6-1 on a roll call vote. John Benbow voted no.**

District Bus/Transportation Contracts

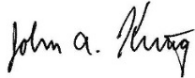
Mr. Weigand stated that the Business Services Committee met with District bus contractors on three occasions to negotiate a contract for transportation of District students. While initially the intent was not to enter into a lengthy contract with the bus companies to provide opportunity to bid the contracts out sooner if this is desired, it was decided to consider a longer contract so that the bus companies could try some different strategies with routing to capture any and all efficiencies possible. Routing duties would be handled completely by the bus companies in the future which should ultimately net some savings for the District. The Board questioned at what point the District would know how much the savings ends up being. Mr. Weigand explained that meetings would be taking place with the bus companies throughout the year to have conversations about the potential savings as a result of the change. Committee members provided input and rationale for bringing a six year contract forward for approval and shared information about their discussions with the bus companies regarding student ride time, bus driver shortages, cameras on buses, and bus company financing relative to equipment replacement.

**Motion by John Benbow, seconded by Larry Davis to approve of the proposed District bus transportation contracts with Safe-Way Bus Transit, Inc. and Lamers Bus Lines, Inc. effective July, 2016 through June, 2022. Motion carried 6-1 on a roll call vote. John Krings voted no.**

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 6:59 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk