



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

BOARD MEMBER EXCUSED: John Krings

ADMINISTRATION PRESENT: Colleen Dickmann, Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Matt Green, Ed Allison, Lizzie Severson, Kevin Yeske, Tracy Ginter, Patti Ritchay, Jen Wilhorn

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

Vice President Mary Rayome 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:

- Student Grace Hartman placed 11<sup>th</sup> and 20<sup>th</sup> in state swim competition recently.
- Fall sports activities are ending and winter sports is beginning, including boys swimming.
- Lincoln is hosting a Thanksgiving food drive to collect money for families in need.
- DECA and Lincoln Student Council leadership summits recently took place.
- Trimesters are coming to an end, with students working hard to finish with good grades.
- Lincoln has opened a new school store called “Wolf Den,” which will be selling slushies, supplies, and various apparel items.
- An interesting event occurred in the prior week when a deer hit the Lincoln building.

#### Approval of Minutes

**Motion by Sandra Hett, seconded by John Benbow to approve special open and closed session Board of Education meeting minutes of October 10, 2016; regular Board of Education meeting minutes of October 10, 2016; special Board of Education meeting minutes of October 12, 2016; special open and closed session Board of Education meeting minutes of October 18, 2016; special Board of Education meeting minutes of October 24, 2016; and special Board of Education meeting minutes of November 7, 2016. Motion carried unanimously.**

#### Comments from Citizens and Delegations

None.

Committee Reports

- A. Business Services Committee – November 7, 2016. Report given by John Benbow.  
Mr. Benbow explained that there were no consent agenda items being brought forward for Board consideration.  
Mr. Benbow provided updates and reports on:

- Purchase from Ron's Refrigeration for exhaust fans and duct work at Lincoln.
- Purchase of copy paper.
- A Request for Qualifications (RFQ) was sent to nine contractors on file with the Wisconsin State Energy office who qualify projects for the Revenue Limit Exemption for Energy.

**Motion by John Benbow, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the regular November 7, 2016 Business Services Committee meeting. Motion carried unanimously.**

- B. Personnel Services Committee – November 7, 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 support staff appointments of Amanda Mrozek (Instructional Aide - THINK), Michelle Wolfe (Instructional Aide – Vesper), and Ronald Hewitt (Kitchen Helper – East).
- PS-2 Approval of the support staff resignation request of Amanda Kempf (Noon Aide – Washington).
- PS-3 Approval of the support staff retirement request of Richard Larsen (Head Maintenance – District).
- PS-4 Approval of Board Policy 345.5 – Graduation Requirements, for second reading.
- PS-5 Approval of a wage increase for the Instructional Software Support Specialist position to an annual salary of \$47,476 effective November 25, 2016.

**Motion by Sandra Hett, seconded by Anne Lee to approve consent agenda items PS 1-5. Motion carried unanimously.**

Ms. Hett provided updates and reports on:

- Open enrollment data for the 2016-17 school year.

**Motion by Sandra Hett, seconded by Anne Lee to approve regular Personnel Services Committee meeting minutes of November 7, 2016. Motion carried unanimously.**

- C. Educational Services Committee – November 7, 2016. Report given by Anne Lee.  
Ms. Lee explained that there were no consent agenda items from the Educational Services Committee for November, and provided updates and reports on:

- Boys & Girls Club – Kent Anderson, Director of the local Boys & Girls Club, updated the Committee on the work of the Club, and Club happenings. Mr. Anderson reviewed the Club's mission statement, the different groups within the Club and their function, membership fees, and how they are encouraging more teen participation. There are approximately 387 students that attend daily, with 286 from Wisconsin Rapids Public Schools. The Club will complete its lease with WRPS for the Pitsch Elementary facility which runs through August, 2018. They hope to have the new facility that they are partnering with the YMCA to build, complete the summer of 2018. *Dr. Dickmann clarified that the Boys & Girls Club lease actually runs through the end of June, 2018. She did communicate this to Mr. Anderson for his awareness.*
- Wisconsin Student Assessment System (WSAS) Results for 2015-16 – Ms. Kathi Stebbins-Hintz, Director of Curriculum & Instruction, shared a hand-out with results of the 2015-16 WSAS, including information on the Forward Exam, ACT Aspire, the ACT and AP exams. She then shared a PowerPoint presentation and reviewed results of each assessment.
- New Course Proposals – Ms. Stebbins-Hintz presented ten new course proposals for consideration. These include:

- Family & Consumer Economics: Teach and Lead
- Language Arts: English 4
- Math: Algebra Topics
- Math: Foundations for Advanced Algebra
- Music: String Orchestra
- Science: Life Sciences and Society
- Science: Physical Sciences and Society
- Science: Forensics Science
- PLTW: Principles of Bio-Medical Science
- Social Studies: Contemporary Issues
- Social Studies: Introduction to Economics

A recommendation concerning the course proposals will be brought to the December, 2016 Educational Services Committee meeting for possible action.

Board members questioned what budget implications the course proposals might have. Ms. Stebbins-Hintz explained that there should be no staffing impact. In many cases the various departments are dropping courses in order to provide offerings which meet student needs better. Student selection of the coursework will determine which courses actually run. The PLTW course of Principles of Bio-Medical Science will have some additional expense associated with it. Training and equipment expenses are estimated to be around \$17,000 with grant funding being a potential source to cover a good portion of the cost.

**Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the November 7, 2016, Educational Services Committee meeting. Motion carried unanimously.**

#### Agenda Referrals/Information Requests

Mr. Benbow requested for there to be a review of Board policies related to advertising, naming rights, fundraising, etc., perhaps through the Business Services Committee.

#### Legislative Agenda

Mr. Benbow shared the following information:

- The Senate elected Scott Fitzgerald as their majority leader.
- The Assembly elected Robin Voss as their majority leader.
- Several Board members recently attended a WASB Legislative Advocacy meeting in Stevens Point. Unfortunately Rep. John Nygren was unable to attend as he was to be speaking on the topic of the 2017-19 State budget.
- Rep. Jesse Kramer of Kewaskum plans to introduce a bill in the upcoming session to allow concealed carry weapons permit holders to bring firearms on private school grounds. He expects to advance similar bills into public K-12 schools, as well as college campuses.

Ms. Hett stated that one take away from the WASB meeting was that any items that didn't pass in the last legislative session will be brought back again in the upcoming session.

Mr. Davis expressed sadness at the defeat of Senator Julie Lassa, who has been a strong public education supporter.

#### Bills

**Motion by Sandra Hett, seconded by Larry Davis to note October, 2016 receipts in the amount of \$297,819.31 and approve October, 2016 disbursements in the amount of \$3,219,072.66. Motion carried unanimously on a roll call vote.**

#### New Business

##### Employee Appointment Request

None.

##### Employee Health Savings Account (HSA) Account Contributions

Dr. Dickmann explained that with the recent Board approval in insurance carriers, and the addition of Health Savings Accounts for employees, the administration recommends that the Board formally approve the amounts to

be deposited for each employee. The amount as discussed in prior meetings would be \$1,500 for employees carrying a single plan, and \$3,000 for those with a family plan. The dollars would only be deposited into the account of active employees. Due to IRS regulations, employees who are turning 65 cannot have dollars put into an HSA. This affects 11 District employees. These employees will be able to continue utilizing the HRA option, and the Flexible Benefit Plan will also be available for their use toward medical and other expenses. For employees having an HSA plan, the Flexible Benefit Plan can only be used for dependent care expense.

Dr. Dickmann updated the Board on the various meetings that have been held to date with employees to educate them about the insurance carrier and plan changes. These meetings have been well attended. The Board questioned what concerns employees may have voiced about the changes. Dr. Ryan Christianson, Director of Human Resources, stated that employees are questioning what the future might hold in terms of insurance carriers, premiums, and whether the HSA contributions will continue to be provided in the future. The overarching theme of concern seems to be the uncertainty about the future related to health insurance. Employees also have concerns about whether they will still be able to see the same providers, and up to this point, the provider coverage has been comparable. WCA Group Health Trust has been indicating in the meetings to employees that if they had provider coverage under WEA's network, they will also be covered under the new plan. Dr. Christianson stated that employee response to the HSA has been positive as they like the idea of dollars being put into an account that they are able to not only manage and control on their own, but also to have dollars carried forward into the future through their own consumerism initiatives. The employees also feel fortunate to have a plan that carries their dollars forward each year, rather than be enrolled in a plan such as the Flex Plan which requires the money to be used up by the end of the plan year, or be lost.

**Motion by John Benbow, seconded by Larry Davis to approve of an employer contribution to District employees' HSA accounts in an amount of \$1,500 for employees carrying a single plan, and \$3,000 for employees carrying a family plan, effective January 1, 2017. Motion carried unanimously on a roll call vote.**

Approval of Board Member to Review RFQ Proposals

The Board approved of having Request For Qualification (RFQ) proposals solicited from a number of performance contractors. Proposals have been sent out to nine vendors, and are due back on November 28, 2016. The manager of the Wisconsin State Energy Office will be sitting in to review the proposals, and the administration recommends that Board member John Benbow as the Chair of Business Services also attend the meeting to be involved in the selection process. A recommendation would then come through for Board approval in early December.

**Motion by Katie Medina, seconded by Larry Davis to approve of having John Benbow sit on a committee to review performance contractor Request for Qualification proposals, with a selected contractor brought forward to the Board for possible approval. Motion carried unanimously.**

Phase 1 Construction – Lincoln High School

Dr. Dickmann explained that at a Board Workshop meeting in October, a number of construction drawings were shared with the Board covering a 3-phase plan. Phase 1 would have 9<sup>th</sup> graders moving to Lincoln, Phase 2 would have 8<sup>th</sup> graders moving to the Wisc. Rapids Area Middle Schools, and Phase 3 would upgrade the athletic facilities at Lincoln.

With regard to Phase 1, the items that would specifically be addressed include:

- ◆ Upgrade the pool
- ◆ Expand the girls' locker room
- ◆ Build space on the southeast end for wrestling
- ◆ Build space on the southeast end for gymnastics - would connect to the wrestling area with a retractable wall for maximum utilization of the space
- ◆ Restrooms on the north side of the hallway near the fieldhouse would be renovated and expanded
- ◆ Kitchen/serving line area would be expanded and include a concession area

A question was raised about why the District isn't partnering with the YMCA to renovate the pool. Dr. Dickmann explained that the pool will need to be fixed regardless of whether any partnerships are formed due to the leaking that is occurring and because the pool does not meet WIAA competitive regulations. Dr. Dickmann has had a number of conversations with Brett Salscheider, Director of the YMCA, and she is of the belief that one pool in town would not adequately meet the needs of the community. The Lincoln pool is used constantly by physical education classes, swim lessons for area children, co-curricular competition, and for community programming. At this point, the YMCA is planning to partner with the local Boys & Girls Club, which might also raise the YMCA's pool utilization needs.

The District has been paying down enough debt to have dollars available for the project, which would be a one-time expense for the District. If no money is put into Fund balance and no money is needed to pay debt for the 2016-17 and 2017-18 fiscal years, adequate funding will be available to pay for the project. Short-term borrowing will still be necessary, but this also has been reduced on an annual basis from around \$10 million four years ago to around \$2 million now. Through performance contracting for items such as the pool, an energy exemption could be used for tax levy purposes.

Mr. Weigand explained that the District has consistently been paying down debt, up through this past year when all Fund 10 debt was completely paid off. Fund balance has been increased to a point where short term borrowing is twenty percent of what it used to be. These two items, combined with a revenue limit exemption, will make it possible to pay for the Phase 1 project in its entirety.

The Board questioned how much interest has been saved as a result of paying down the debt ahead of schedule. Mr. Weigand estimated approximately \$2.3 million has been saved in interest.

**Motion by John Benbow, seconded by Katie Medina to approve of the proposed Phase 1 construction as outlined in the Construction Process Meeting document dated October 24, 2016, not to exceed an estimated cost for Phase 1 of \$8,400,000. Motion carried unanimously on a roll call vote.**

#### Phase 2 Construction – Wisconsin Rapids Area Middle School

Dr. Dickmann explained that the Phase 2 project is similar to Phase 1 in that it would be a multi-year project. Estimated cost is \$7,900,000 and would include:

- ♦ Expanding the cafeteria at WRAMS
- ♦ Adding a small amount of gym space to the facility
- ♦ Building 10-13 classrooms on the southwest end of the building, depending on enrollment numbers

If Phase 1 gets completed, Lincoln would be able to take 9<sup>th</sup> graders by 2017-18, which would leave 8<sup>th</sup> graders at the East Jr. High facility on their own. This is not recommended. Phase 2 would be completed by the beginning of the 2018-19 school year, and allow time for more planning and a smooth transition for both the 8<sup>th</sup> and 9<sup>th</sup> graders to be moved at the same time. Once the city pool is installed in the Witter field area, green space will be diminished and may negatively affect District programming. WRAMS has a great deal of green space which could easily accommodate the needs of a grades 6-8 program. The administration believes that a grades 6-8 grade configuration is good for students from a curricular and teacher licensing standpoint.

If the District is able to secure the energy exemption, it is estimated that approximately \$2.5 million dollars would be freed up from the 2016-17 and 2017-18 budget years. In the 2018-19 fiscal year about \$4 million would be available, bringing the total to around \$6.5 million to put toward the project. It is possible that to complete the Phase 2 project, Fund balance could be utilized to completely pay it off.

If the Board is not prepared to make a decision on the Phase 2 project yet, Dr. Dickmann suggested that the decision could be delayed until March or April, 2017 and still be within the timelines to complete the projects to have both the 8<sup>th</sup> and 9<sup>th</sup> graders move out of East simultaneously for the 2018-19 school year as originally planned. Alternatively, Phase 2 could be delayed a year if the Board wishes to wait on a new Superintendent to be in place before proceeding, or to delay the project while waiting to find out what the biennium will bring.

If both 8<sup>th</sup> and 9<sup>th</sup> graders move out of East, the building would be left vacant and the Board would need to make a decision at some point in time about the facility's future use. A few possibilities were shared in a prior Board meeting.

The Board discussed the Phase 2 project.

**Motion by Sandra Hett, seconded by Larry Davis to table the Phase 2 construction project request. Motion carried unanimously.**

#### Construction Delivery Model

With the approval of the Phase 1 construction project, Dr. Dickmann explained that the Board should decide what type of construction delivery model is to be used to complete the project. The three types of construction delivery methods were reviewed in detail at the October 24, 2016 Board meeting. These include "Design/Bid/Build," "Design-Build," and "Construction manager At-Risk." The administration recommends that the District utilize a

“Construction Manager At-Risk” delivery model for the construction projects not covered by energy exemptions. This model has served the District well in projects it has completed over the course of the last 20 years. It keeps the District in control of the project, allows for the use of local vendors to the extent possible, encourages collaboration between the architect and construction manager at-risk while maintaining a system of checks and balances, and any savings realized in the project from this delivery method goes back to the District.

**Motion by John Benbow, seconded by Larry Davis to approve of utilizing a “Construction Manager At-Risk” delivery model for District construction projects not covered by the energy exemption. Motion carried unanimously.**

Exploration of Alternative Funding Sources in the Future

Dr. Dickmann explained that up to this point, the District has not ventured into the advertising arena as a possible funding source. Given the history of what other districts have been able to accomplish to improve their facilities through the sale of naming rights and advertising, now may be a good time to explore whether there might be similar opportunities available to the District. As budgets continue to diminish, all avenues need to be explored in order to continue providing the best education possible for students. The administration is interested in learning more from other districts about these potential revenue sources. Policies will likely need to undergo review if the Board moves in this direction. The Board discussed the possibility of exploring alternative funding sources, expressing frustration at the continual erosion of funding in public education that brings districts to this point.

**Motion by Larry Davis, seconded by John Benbow to authorize the administration to explore various funding sources to support future construction projects within the District. Motion carried unanimously.**

Calendar

Calendar items were reviewed.

Vice President Rayome adjourned the meeting at 6:56 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk