



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

May 8, 2017

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: Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Matt Green, Ed Allison, Phil Bickelhaupt

MEDIA PRESENT: Jesse Austin – River Cities Community Access

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

Pledge of Allegiance

Roll Call

President Krings acknowledged it being “Teacher Appreciation Week,” and expressed deep gratitude to WRPS staff for their contributions to the field of education and the difference they make in the lives of students.

Student Representative’s Report

Drake Blossfield reported on the following:

- Recent Prom activities
- DECA National conference opportunities for networking
- Music achievements by students performing in the State solo ensemble competition
- Student Council competed at State, achieving numerous gold and silver medals
- Student Council elections have taken place, with new officers selected
- Kohl scholarship winners from Lincoln include Adileen Sii and Alexis Allworden
- Upcoming events: Evening of Roses, Scholarship Night, Dodgeball Classic, College Decision Day, and Class Reunion Zero
- Drake provided a Student Council “Spirit of Excellence” binder to the Board, which documents all of the activities of the Student Council from February, 2016 through February, 2017

Drake introduced fellow classmate Desiree Alu, who will be replacing him as the new Student Representative to the Board effective with the 2017-18 school year. President Krings thanked Drake for his service as Student Representative during the 2015-16 and 2016-17 school years, presenting him with a special plaque of recognition.

Approval of Minutes

Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of April 10, 2017, special open and closed session Board of Education meeting minutes of April 24, 2017, and special Board of Education organizational meeting and facility workshop meeting minutes of April 24, 2017. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee Reports

- A. Business Services Committee – May 1, 2017. 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 to accept the meal price exemption from DPI, and approval of the proposal to maintain the current meal prices for the 2017-18 school year.
- BS-2 Approval of the purchase of 85 - Meraki MR42 wireless access points from PDS at a cost of \$44,740.60, with 40% of the cost being funded from the District Technology Referendum budget, and 60% being funded from Federal E-Rate dollars.
- BS-3 Approval of the proposal for the purchase of 2 - Fortinet 600D Firewalls from PDS at a cost of \$32,877.78, with 40% of the cost being funded by the District Technology Referendum budget, and 60% being funded by Federal E-Rate dollars.
- BS-4 Approval of the proposal for the purchase and installation of Food Service equipment from Streich Equipment at a cost of \$279,718.00, with \$9,681.00 of the cost being funded from the General Fund Budget, and \$270,037.00 being funded from the Food Service Fund.

Motion by John Benbow, seconded by Larry Davis to approve consent agenda item BS 1. Motion carried unanimously.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda item BS 2. Motion carried unanimously on a roll call vote.

Motion by John Benbow, seconded by Larry Davis to approve consent agenda item BS 3. Motion carried unanimously on a roll call vote.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda item BS 4. Motion carried unanimously on a roll call vote.

Mr. Benbow provided updates and reports on:

- Invoices processed for technology and library resources and school resource officer services for the first quarter of 2017.

Motion by John Benbow, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the regular May 1, 2017, Business Services Committee meeting. Motion carried unanimously.

- B. Personnel Services Committee – May 1, 2017. 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 2017 summer technology support appointments of Andy Thao, Joshua Peplinski, Jake Joosten, and Robert Blom.
- PS-2 Approval of the professional staff appointments for the 2017-18 school year of Jade Biedenbender (Grade 4 – Mead) and Brett Weinfurter (Teacher Intern, Business - Lincoln).
- PS-3 Approval of the support staff appointments of David Klingforth (Head Maintenance – District) and Jon Moore (Head Custodian – THINK).
- PS-4 Approval of the professional staff resignation requests of Jed Schilling (Teacher – WRAMS) and Chelsey Baeb (Teacher – Lincoln).

- PS-5 Approval of the support staff resignation requests of Ashley Macon (Noon Aide – Mead), Nikendra Cervený (Special Ed Aide – Mead), and Amy Whitmore (Interpreter – Lincoln).
- PS-6 Approval of the non-represented, certified staff resignation requests of Wendy Schooley (School Nurse – District) and Shannon Hill (School Nurse – District).
- PS-7 Approval of the support staff early retirement request of Joann Knipple (Special Ed Aide – East).
- PS-8 Approval of Board Policy 426 – Homeless Education Program and Board Policy 426 Rule – Homeless Education Program Procedures, for second reading.
- PS-9 Approval of Board Policy 345.45 – Promotion/Retention of Kindergarten, Fourth and Eighth Grade Students, for second reading.
- PS-10 Approval of non-resident student requests to attend the Wisconsin Rapids Public Schools under the Open Enrollment Law, pending a review of discipline records and special services needs.
- PS-11 Approval of resident student requests to attend non-resident school districts under the Open Enrollment Law, pending a review of discipline records and special services needs.
- PS-12 Approval of the Administrators and Other Non-Represented Staff handbook to include edits discussed.
- PS-13 Approval of a 2016-17 wage increase of 0.12% for school psychologists retroactive to the beginning of the 2016-17 school year, and a 2017-18 wage increase of 1.26% effective July 1, 2017.
- PS-14 Approval of a 2016-17 wage increase of 0.12% for school nurses retroactive to the beginning of the 2016-17 school year, and a 2017-18 wage increase of 1.26% effective July 1, 2017.
- PS-15 Approval of a benefit adjustment for school nurses to take effect on September 1, 2017, which provides 100% Board payment of the premium for single or family dental insurance; and 100% Board payment of the premium for term life insurance coverage equal to the earnings of the individual employee's previous year's salary, rounded to the next higher thousand.
- PS-16 Approval of a 2016-17 wage increase of 0.12% for computer technicians retroactive to July 1, 2016, and a 2017-18 wage increase of 1.26% effective July 1, 2017.
- PS-17 Approval of a benefit adjustment for computer technicians to take effect on September 1, 2017, which provides 100% Board payment of the premium for single or family dental insurance.
- PS-18 Approval of a 2016-17 wage increase of 0.12% for the PAC director retroactive to July 1, 2016, and a 2017-18 wage increase of 1.26% effective July 1, 2017.
- PS-19 Approval of a 2016-17 wage increase of 0.12% for the network manager and systems manager retroactive to July 1, 2016, and a 2017-18 wage increase of 1.26% effective July 1, 2017.
- PS-20 Approval of a 2017-18 wage increase of 1.26% effective July 1, 2017, for the instructional software support specialist.
- PS-21 Approval of a 2017-18 wage increase of 1.26% effective July 1, 2017, for the high school athletic director.

Motion by Sandra Hett, seconded by Anne Lee to approve consent agenda items PS 1-21. Motion carried unanimously.

Ms. Hett provided updates and reports on:

- Summer school support staff appointments for the 2017 session are under consideration, and recommendations may be approved at a future meeting after additional information has been provided.
- Potential adjustments to the health retirement benefit section of the Benefit Document for school psychologists. Additional discussion and possible action on language changes may occur at a future Committee meeting.

- An on-going review of wages for District athletic co-curricular coaching positions is continuing, with potential adjustments to be brought back to a future Committee meeting for discussion and possible action.

Motion by Sandra Hett, seconded by Mary Rayome to approve regular Personnel Services Committee meeting minutes of May 1, 2017. Motion carried unanimously.

C. Educational Services Committee – May 1, 2017. 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 the proposed modifications to the Lincoln High School Agenda Planner for the 2017-18 school year as presented.
- ES-2 Approval of the proposed modifications to the East Jr. High School Agenda Planner for the 2017-18 school year as presented.
- ES-3 Approval of the proposed modifications to the Wisc. Rapids Area Middle School Agenda Planner for the 2017-18 school year as presented.
- ES-4 Approval of the Gifted and Talented Educational Services Plan as presented.
- ES-5 Approval of the art acquisition as set out in “Attachment D” in the amount of \$96,275.19.
- ES-6 Approval of the 2017-18 Professional Development Plan as set out in “Attachment F.”

Motion by Anne Lee, seconded by Larry Davis to approve consent agenda items ES 1-6. Motion carried unanimously on a roll call vote.

Ms. Lee provided updates and reports on:

- District Professional Development Day schedule for 2017-18
- Lincoln High School student travel plans for June 13-23, 2017 to Switzerland, Italy, Southern France, and Barcelona, Spain

Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the May 1, 2017, Educational Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

Wisconsin’s 24th District Senator Patrick Testin and 72nd Assembly District Representative Scott Krug attended the meeting to share dialog with the Board concerning legislative issues. Following are topics touched on during the discussion:

- State budget and pupil funding
- Healthcare system spending, quality, and users as consumers
- Work of the Workforce Development Committee to fulfill state job needs and provide additional training opportunities through “Fab Labs” and similar initiatives
- College and career emphasis in education
- Impact of state school voucher expansion
- Lack of accountability for voucher schools
- Increasing lack of respect for the field of education and the work that teachers do, and the negative impacts of Act 10
- Board members expressed an interest in lawmakers studying issues more thoroughly and considering the negative, detrimental impact of some decisions made by the Legislature
- Unfunded mandates – Patrick Testin is interested in school districts sending him a list of the top five unfunded mandates of most concern
- Interaction of WASB with legislators, and its impact/effectiveness
- Representative Krug offered to provide legislative updates to Board members, and invited feedback and input from them on items that they either support, or have a concern about

President Krings thanked Senator Testin and Representative Krug for attending the meeting to participate in candid discussion with the Board.

Bills

Motion by Mary Rayome, seconded by John Benbow to note April, 2017 receipts in the amount of \$1,257,417.96 and approve April, 2017 disbursements in the amount of \$3,033,335.28. Motion carried unanimously on a roll call vote.

New Business

Employee Appointment, Resignation, Retirement Requests

Dr. Christianson provided a description of the various programs held at district locations, and presented the following summer school program support staff employee appointment recommendations:

Clerical/Aide:

Leah Russo	Secretary	Lincoln
Machelle Anderson	Secretary	Woodside
Crystal Fraundorf	Secretary	Washington
Jennifer Schudy	Office Aide	Lincoln
Jean Merriman	IMC/Office Aide	Woodside
Tamara Twait	IMC/Office Aide	Washington
Janet Babcock	Instructional Aide	Woodside
Nicole Crowley	Instructional Aide	Washington/RCHS
Cheryl Koch	Instructional Aide	East Jr. High
Sara Matthews	Instructional Aide	Washington
Holly McMiller	Instructional Aide	Woodside
Katheryn Melville	Instructional Aide	Woodside
Karey Netz	Instructional Aide	Woodside
LeeAnn Tack	Instructional Aide	Washington
Cheryl Panter	Instructional Aide	Lincoln (Elementary Program)
Desirae Brittnacher	Instructional Aide	Lincoln (Elementary Program)

Food Service:

Terry Wunrow	Food Service	Lincoln
Cindy O'Loughlin	Food Service	WRAMS

Motion by Mary Rayome, seconded by Larry Davis to approve of the summer school support staff appointments as presented. Motion carried unanimously.

Dr. Christianson recommended approval of the following professional staff resignation request effective June 5, 2017:

Anne Novinska	Teacher	Grove
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Motion by John Benbow, seconded by Sandra Hett to approve of the professional staff resignation request of Anne Novinska effective June 5, 2017. Motion carried unanimously.

Office for Civil Rights (OCR) Case #05161217

Phil Bickelhaupt, Director of Technology, updated the Board on the OCR case involving accessibility issues related to the District website. A number of items set out in the Resolution Agreement reached with OCR have been completed:

1. A notice has been posted on the District webpage for persons with disabilities to inform them about how they can request access to information which they are unable to access;
2. Web accessibility training to all district staff members responsible for maintaining, developing, and loading content onto District webpages has been completed;
3. A "Plan for New Content" has been submitted to and approved by OCR;
4. Auditors with appropriate credentials and expertise have been identified and approved by the OCR to perform a thorough audit of the District webpage.

Several items still in need of completion to satisfy the terms of the Resolution Agreement include:

1. Provide evidence to OCR that the District has officially adopted the *Plan for New Content* on or before June 10, 2017;
2. Complete a thorough audit of the District webpage and report the findings to OCR on or before July 10, 2017;
3. Develop and submit a *Corrective Action Plan* to OCR on or before July 10, 2017;
4. Develop a training video or presentation that all staff who are responsible for maintaining, developing, and loading content onto District webpages will review annually.

Mr. Bickelhaupt explained the *Plan for New Content* in greater detail for the Board. The guidelines developed for content creation on various webpages managed by individual employees was reviewed. The Board had an opportunity to ask questions about OCR Case #05161217, and the steps taken thus far as well as yet to be taken in order to satisfy the terms of the Resolution Agreement.

Motion by Mary Rayome, seconded by Larry Davis to approve of the “Plan for New Content” and procedures proposed by the administration to respond to OCR Case #05161217. Motion carried unanimously.

2016-17 and 2017-18 Wisconsin Rapids Education Association (WREA) Wage Settlement

Dr. Christianson explained that the WREA Negotiation Committee has reached a tentative agreement which would involve a base wage increase for the WREA employee group of 0.12% for 2016-17, with an equal distribution as agreed upon in negotiations; and 1.26% for 2017-18 with an inverse proportional distribution as agreed upon in negotiations.

Motion by Mary Rayome, seconded by John Benbow to approve of a Wisconsin Rapids Education Association (WREA) 2016-17 contract year salary increase of 0.12% to base wages, with an equal distribution as agreed upon in negotiations; and a 2017-18 contract salary year increase of 1.26% to base wages, with an inverse proportional distribution as agreed upon in negotiations. Motion carried unanimously on a roll call vote.

Supplemental Pay Increase for Professional Staff

Dr. Christianson presented a plan related to a supplemental pay increase for professional staff for the Board to consider. The past few years of negotiations with WREA have involved settlements that have provided larger pay increases to lower paid employees versus veteran staff. The Administration recommends that a recurring \$350 supplemental wage increase beginning with the 2017-18 contract year be provided for individual WREA represented staff members included in the 2016-17 WREA base-wage groupings of \$41,161 through \$51,400. The cost for the increase is projected to be approximately \$100,000.

Motion by Mary Rayome, seconded by Larry Davis to approve of a recurring \$350 supplemental wage increase beginning with the 2017-18 contract year for each individual professional staff member who is represented by Wisconsin Rapids Education Association (WREA) for the purposes of negotiations and is included in the 2016-17 WREA base-wage groupings of \$41,161 through \$51,400. Motion carried unanimously on a roll call vote.

Entry Level Base Pay for Professional Staff

Dr. Christianson explained that in order to remain competitive in hiring new teachers, an increase in the base wage rate to move it to \$40,000 is being recommended. Other Wisconsin Valley Conference schools will be at the \$40,000 base wage rate by the fall. It is important for WRPS to attract and retain quality candidates during a time of teacher shortages in the labor market.

Motion by John Benbow, seconded by Larry Davis to approve of adjusting the entry level annual base wage rate for professional staff to \$40,000 beginning with the 2017-18 school year. Motion carried unanimously on a roll call vote.

2017-18 Budget Reductions

Daniel Weigand, Director of Business Services, presented recommended reductions for the 2017-18 District budget as a result of anticipated revenue shortfalls as follows:

<u>SHORTFALL</u>	
Declining Enrollment Less Revenue Limit Exemption.....	\$473,295.00
Health Insurance Premium Increase (8% @ 9 months).....	\$599,137.00
WREA Supplemental Pay (credits).....	\$306,467.00
Wages (all staff).....	\$393,473.00
Staffing	<u>\$201,594.00</u>
TOTAL SHORTFALL	\$1,973,966.00

REDUCTIONS

Per Pupil Categorical Aid (2017-18).....	\$350,000.00
Per Pupil Categorical Aid (2016-17).....	\$490,000.00
AGR (Achievement Gap Reduction)	\$35,001.00
Snow Day Transportation	\$51,000.00
Staff Retirements/Resignations	\$359,596.00
Staff Cuts/Reassignments	\$148,500.00
HSA Reduction	\$433,000.00
TOTAL REDUCTIONS	\$1,867,097.00

REMAINING SHORTFALL \$106,869.00

Mr. Weigand explained that if the Governor’s budget proposal goes through, it would generate enough revenue to wipe out the anticipated \$106,869 shortfall. The actual health insurance increase will not be known until November or December of this year; however, there is an 8% cap on the plan for the upcoming year.

With regard to the HSA reduction amount, the program was funded in January for the entire 12 months in order to give employees the benefit of having money in their accounts while the plan switched over from an HRA to an HSA plan. In the upcoming year, the administration recommends funding the plan for eight months from January to August, rather than the full twelve. This would reduce the 2017-18 budget by \$433,000. The Board questioned how the HSA payment would work for employees, and whether it would be deposited in two payments for employees with the January to August schedule. Mr. Weigand explained that for the current year, one payment was made for employees representing the entire 12 months. Employees are only allowed to drop or change their coverage with a qualifying event occurring such as marriage, birth of a child, etc. They can change their coverage option at the next open enrollment period, which will be in December, 2017. For this reason, the administration felt comfortable depositing the entire amount for employees back in January, 2017. However, moving forward, there is no need to deposit the entire amount since employees will have had an opportunity to build up their funds, if they so choose, in order to have healthcare funds available to cover expenses. Mr. Weigand stated that many employees will have funds available in their accounts from the current year as the funds will not have been used up.

The Board questioned whether the plan would be funded at the same level for employees. Mr. Weigand stated that the plan is to fund the HSA at the same level that it is for the current year. The first installment would be paid in January to cover eight months, and the second installment will be paid in September to cover the remaining four months of the calendar year.

Motion by Larry Davis, seconded by John Benbow to approve of the recommended 2017-18 budget reductions as presented. Motion carried unanimously.

2017-18 District Budget to be Published

Mr. Weigand was available to answer any questions of the Board concerning the proposed 2017-18 budget for publication.

Motion by John Benbow, seconded by Larry Davis to approve of the 2017-18 District budget, and for it to be published as presented. Motion carried unanimously.

High School Diplomas to be Awarded to Veterans

Dr. Christianson explained that two veterans have approached Superintendent Dickmann to request to be awarded a Lincoln High School diploma in accordance with Board Policy 345.53. Dr. Dickmann has nearly completed reviewing the necessary documentation to ensure that all parameters necessary for a diploma to be issued have been met. The administration recommends that the request be approved, provided all requirements of Board policy have been satisfied. President Krings expressed an interest in attending the meeting or ceremony which gets scheduled to present the diplomas on behalf of the Board.

Motion by Larry Davis, seconded by Sandra Hett to approve of awarding a high school diploma to two veterans who have applied in accordance with Board Policy 345.53, provided all requirements of Board policy have been satisfied. Motion carried unanimously.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:57 p.m.


John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk