



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 13, 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, Larry Davis, Katie Medina

BOARD MEMBERS EXCUSED: Anne Lee

ADMINISTRATION PRESENT: Craig Broeren, Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Matt Green, Ed Allison, Lizzie Severson

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

Student Representative’s Report

Desiree Alu reported on the following:

- DECA business students participated in a Leadership Lab in Wisconsin Dells recently.
- Mock trials have recently begun.
- Since the beginning of the school year, members of Student Council have been assisting various elementary classroom teachers with a variety of tasks such as organizing books and supporting students in areas of reading and math.

Approval of Minutes

Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of October 9, 2017, and special closed session meeting minutes of October 11, 2017. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee Reports

A. Business Services Committee – November 6, 2017. Report given by John Benbow.

Mr. Benbow reviewed the following consent agenda item brought before the Board through the Personnel Services Committee, and asked if there were any motions to be held:

Committee Reports (continued)

- BS-1 Approval of the proposal to pay \$2,225.00 per 4K student as the 2018-19 allocation for the Community 4K sites.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda item BS-1. Motion carried unanimously.

Mr. Benbow provided updates and reports on:

- Purchases of police liaison services and a school sign at THINK Academy paid for by the Parent Teacher Society.
- Bids for the Wisconsin Rapids Area Middle School construction project were unavailable due to being embargoed; however, the bids are anticipated to be under budget.

Motion by Larry Davis, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the regular November 6, 2017 Business Services Committee meeting. Motion carried unanimously.

B. Personnel Services Committee – November 6, 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 professional staff appointments of Amanda Akkerman (Teacher – Grant), and Sunshine Broeren (Occupational Therapist – District).
- PS-2 Approval of the support staff appointments of Elizabeth St. Myers (Special Ed Aide – Washington), Angela Wirth (Kitchen Helper – Lincoln), Pang Foua Khang (ELL Aide – Grove), and Karlie Heuer (ACP/Volunteer Assistant – Lincoln).
- PS-3 Approval to delete Board Policy 522.41 – Conflict of Interest, second reading.
- PS-4 Approval to delete Board Policy 526 – Staff Complaints and Grievances, second reading.
- PS-5 Approval to delete Board Policy 528 – Union Contracts and Agreements, second reading.
- PS-6 Approval of Board Policy 510 – Personnel Policies Goals, first reading.
- PS-7 Approval of Board Policy 523.4 – Employee Assistance, first reading.
- PS-8 Approval of Board Policy 536.2 – Staff Retirement, first reading.
- PS-9 Approval of Board Policy 511.5 – Employee Anti-Harassment, first reading.
- PS-10 Approve to increase individual hourly wage rates for food service employees as presented by administration, retroactive to the start of the 2017-18 school year.

Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1-10. Motion carried unanimously.

Ms. Hett provided updates and reports on:

- An update was received from Dr. Ryan Christianson, Director of Human Resources, and Lizzie Severson, Director of Food Services, on a proposal to establish a new, non-classified “food production coordinator” position in the Food Services Department. This individual would assist the Director of Food Services with the administration of the District’s food services program in accordance with local, state, and federal requirements and help ensure the nutritional and financial integrity of the District’s food services program.
- The Committee discussed the District’s current substitute clerical and support staff aide pay rate. Dr. Christianson recommended the Committee consider an hourly wage rate increase for substitute clerical

and support staff aides to take effect later during the 2017-18 school year. Additional substitute clerical and support staff aide pay rate information will be brought forward to the Committee for further discussion and possible action at a future meeting.

- Summer school teacher pay rates were discussed. Dr. Christianson recommended the Committee consider a potential pay increase for District summer school teachers to take effect beginning with the start of the 2018 summer school session. Additional summer school teacher pay rate information will be brought forward to the Committee for further discussion and possible action at a future meeting.
- Committee members reviewed 2017-18 open enrollment information.

Motion by Sandra Hett, seconded by Mary Rayome to approve regular Personnel Services Committee meeting minutes of November 6, 2017. Motion carried unanimously.

C. Educational Services Committee – November 6, 2017. 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 the deletion of Board Policy 854 – Display and Distribution of Materials on School Property for first reading.
- ES-2 Approval of revisions to Board Policy 440 – Student Rights and Responsibilities – Freedom of Expression for first reading.
- ES-3 Approval of revisions to Board Policy 851 – Media Distribution in Schools/Advertising/Sponsorship or Commemorative Naming Rights for District Facilities or Educational Spaces for first reading.
- ES-4 Approval of the proposed changes to the Agriculture course flowchart beginning with the 2018-19 school year.
- ES-5 Approval of the proposed changes to the Art course flowchart beginning with the 2018-19 school year.
- ES-6 Approval of the proposed changes to the Business and Marketing course flowchart beginning with the 2018-19 school year.
- ES-7 Approval of the proposed changes to the Computer Science flowchart beginning with the 2018-19 school year.
- ES-8 Approval of the proposed changes to the English/Language Arts flowchart beginning with the 2018-19 school year.
- ES-9 Approval of the recommended changes to the Family and Consumer Sciences flowchart beginning with the 2018-19 school year.
- ES-10 Approval of the proposed changes to the Health flowchart, with further aesthetic changes to be made to make the chart more understandable, beginning with the 2018-19 school year.
- ES-11 Approval of the Social Studies flowchart beginning with the 2018-19 school year.
- ES-12 Approval of the recommended changes to the Technology and Engineering Flowchart beginning with the 2018-19 school year.
- ES-13 Approval of Introduction to Fisheries, Forestry, and Wildlife being added as an elective course in the Agriculture Department, available for students in grades eleven and twelve at Lincoln High School for one credit beginning in the 2018-19 school year.
- ES-14 Approval of a Level IV option being added to the Drawing, Painting, Clay & Sculpture, and Jewelry & Glass sequences of art courses as elective courses in the Art Department, available for students in grades ten, eleven, and twelve at Lincoln High school for one-half credit beginning in the 2018-19 school year.

- ES-15 Approval of AP Art History being expanded to a one credit course, allowing students to receive ½ elective credit in art, and ½ credit in social studies, to be team-taught by an art and social studies teacher, available for students in grades eleven and twelve at Lincoln High school beginning in the 2018-19 school year, and will run only if sufficient enrollment is available to support two teachers.
- ES-16 Approval of the curricular change from film to digital in Photography I beginning in the 2018-19 school year.
- ES-17 Approval of English IV: Composition being added as a course in the English/Language Arts Department, available for students in grade twelve for one-half credit at Lincoln High school beginning in the 2018-19 school year.
- ES-18 Approval of not recommending the addition of Theatre Arts Production as a one-half elective credit English/Language Arts course at Lincoln High School.
- ES-19 Approval of Child Development being added as a course in the Family and Consumer Sciences Department, available to students in grades ten, eleven, and twelve for one-half elective credit at Lincoln High school beginning with the 2018-19 school year.
- ES-20 Approval of Nutrition for Healthy Living being added as a course in the Family and Consumer Sciences Department, available to students in grades ten, eleven, and twelve for one-half elective credit at Lincoln High school beginning with the 2018-19 school year.
- ES-21 Approval of Accelerated Financial Algebra being added as a one-half credit course in the math department, available to students in grade twelve for one-half credit at Lincoln High school beginning in the 2018-19 school year.
- ES-22 Approval of Strength & Fitness being offered in both a traditional and blended learning format as a course in the physical education department, available to students in grades eleven and twelve for one-half credit at Lincoln High school beginning in the 2018-19 school year.
- ES-23 Approval of WIAA Referee Certification being added as an elective course in the physical education department, available to students in grades eleven and twelve for one-half credit at Lincoln High school beginning in the 2018-19 school year.
- ES-24 Approval of Human Geography being added as a required course in the Social Studies Department, available to students in grade nine for one credit at Lincoln High school beginning in the 2018-19 school year.
- ES-25 Approval of Advanced Placement (AP) Human Geography being offered as an alternative to the required Human Geography course for students in the Social Studies Department, available to students in grade nine for one credit at Lincoln High school beginning in the 2018-19 school year.
- ES-26 Approval of the revised 2018-19 school calendar, which changes the September 28, 2018 Professional Day to October 1, 2018.
- ES-27 Approval of the purchase of classroom libraries for the forty classrooms that are implementing the Reading Units of Study during 2017-18 (instead of waiting until 2018-19 as originally approved) at a cost of \$159,400, to be paid for from referendum and curriculum funds.
- ES-28 Approval of the purchase of Brain Pop for the 2017-18 school year, at a cost of \$10,975.27, to be paid for from Curriculum, Science and Virtual School funds.

Ms. Rayome noted that no changes were recommended for math, music, physical education, or science flowcharts. A course named "Lincoln Launch" will have additional details worked out before coming back through the Committee approval process.

Motion by Mary Rayome, seconded by Sandra Hett to approve consent agenda items ES 1-28. Motion carried unanimously on a roll call vote.

Ms. Rayome provided updates and reports on:

- Board Compensation – Craig Broeren, Superintendent, explained that Wisconsin Act 9, effective June 3, 2017, permits school board members to decline compensation payments they may be receiving. Because of this, Board Policy 164 - Board Member Compensation and Expenses may need to be updated. He explained options available for compensation, and asked that Board members connect with him within the next two weeks to discuss their preference on compensation. He will then take the information discussed and develop a revised policy for approval by the Board at a later date.

Motion by Mary Rayome, seconded by John Benbow to approve the balance of the Educational Services Committee report and minutes of the November 6, 2017 Educational Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

- John Benbow requested information concerning the girls' and boys' hockey teams relative to how the teams are funded, coaching costs, and the method used in hiring new coaches. Sandra Hett requested that historical data from past Board minutes be provided relative to how the hockey programs came into existence.
- Ms. Hett requested that in light of a recent advocacy seminar she attended, some consideration should perhaps be given to the use of school newspapers for advocacy topics.
- Ms. Hett requested information concerning trimester scheduling at Lincoln, particularly with regard to math and world language courses, and student academic progress outcomes when there is a gap between trimesters.

Legislative Agenda

Mr. Benbow shared the following information:

- The Wisconsin Legislature has recessed and won't return to the floor again until January.
- Several Board members attended a Wisconsin Association of School Boards (WASB) Legislative Advocacy conference recently, and a number of tips were provided to promote public education advocacy, with a focus on making parents aware through school newsletters about items being considered in the Legislature which impact public education. Legislature contact information may also be a helpful component to include so that parents know who to contact to register their concerns or to inquire about particular legislation being considered. Also, contacting legislators who serve on the Education Committee is as important as contacting local legislators. Working toward having 423 school districts on the same page to provide a unified voice concerning educational matters would also be helpful. Districts can utilize the tools and resources located on the WASB website to get their message or concern to the appropriate representative. Mr. Benbow will research these tools and provide information about this resource to other Board members in the future.
- Mr. Benbow showcased "Bucky Badger" metal wall décor which is produced by an industrial technical education class in Three Lakes, Wisconsin, and is a unique way for a school to partner with UW-Madison.

Bills

Motion by Mary Rayome, seconded by Larry Davis to note October, 2017 receipts in the amount of \$252,602.55 and approve October, 2017 disbursements in the amount of \$5,088,003.95. Motion carried unanimously on a roll call vote.

New Business

Employee Appointment Request

Dr. Christianson presented a professional staff appointment request as follows:

Tori Olson	Location:	Lincoln High School
	Position:	Teacher (1.0 FTE)
	Education:	BS – UW Stevens Point – December, 2017
	Major/Minor:	Special Education
	Salary:	\$40,000 (\$40,000 total salary/2017-18 salary \$20,000 for 95 days)

Motion by Larry Davis, seconded by Katie Medina to approve of the professional staff appointment of Tori Olson as presented. Motion carried unanimously.

Dr. Christianson presented a support staff retirement request as follows:

Albert Rogers	Location:	Grove Elementary School
	Position:	Custodian (8 hours/day)
	Effective:	November 14, 2017
	Date of Hire:	August 22, 1991

Motion by Mary Rayome, seconded by Sandra Hett to approve of the retirement request of Albert Rogers as presented. Motion carried unanimously.

District Health Insurance Plan Renewal for 2018

Superintendent Broeren explained that the administration is recommending approval to continue the health insurance plan with WCA Group Health Trust at a 4% premium increase for 2018. In addition to the 4% renewal rate increase, another option proposed by the company was 2%, but with modifications made to the health plan. Mr. Broeren believes it is in the best interest of the District to maintain the same benefit levels for employees at the 4% renewal rate increase. Dr. Christianson explained that this is the first year WCA has been the District's health insurance provider, and there was a cap of 8% in place for the second year. The loss ratio was better than anticipated in the first half of the year at 95%, which is what prompted a lower renewal increase.

Motion by Larry Davis, seconded by Mary Rayome to approve of the 2018 District health insurance plan renewal with WCA Group Health Trust with no plan changes and a 4% increase in premium charges effective January 1, 2018. Motion carried unanimously.

Health Savings Account (HSA) Funding for 2018 Plan Year

Dr. Christianson explained that part of the plan design change when the District switched to WCA Group Health Trust was to move to Health Savings Accounts (HSA) for employees. Employees seem pleased with the new change to an HSA design and the ability to own and manage these funds. As the lower loss ratio suggests, employees are being better consumers of their healthcare since they have an incentive to keep their HSA dollars building into the future. The administration is recommending that the same level of deposit made by the District for employees be maintained at the same level for the 2018 year. The deposit amounts would be \$3,000 for employees with a family health insurance plan, and \$1,500 for single plans.

Motion by Mary Rayome, seconded by Sandra Hett to approve of an employer contribution to District employees' Health Savings Accounts (HSA) in an amount of \$1,500 for employees carrying a single plan, and \$3,000 for employees carrying a family plan, effective January 1, 2018. Motion carried unanimously.

2017-18 Collective Bargaining Agreement with AFSCME Local 1075

Dr. Christianson explained that the AFSCME Local 1075 bargaining unit, which represents custodial and maintenance employees, is one of two employee groups remaining unionized in the District. In recent months, the parties came to agreement on a wage increase for the 2017-18 contract year, but did not come to agreement on a method for wage distribution. As a result, the Board subsequently imposed a 1.26% increase and distribution method. Even though mutual agreement wasn't reached, the Board still needs to officially approve of a Collective Bargaining Agreement (CBA). These agreements are much more simplified than in past years, and contain four items: 1) a recognition clause; 2) a sentence identifying the term the Agreement covers; 3) the wage increase and distribution method; and 4) language stating that applicable state laws and regulations will be followed concerning the Agreement. The administration recommends approval of the 2017-18 Collective Bargaining Agreement applicable to Local 1075 employees.

Motion by John Benbow, seconded by Larry Davis to approve of the 2017-18 AFSCME Local 1075 Custodial and Maintenance Collective Bargaining Agreement. Motion carried unanimously.

2017-18 Tax Levy and Aid Certification and Amended Budget

Daniel Weigand, Director of Business Services, stated that the tax levy approved by the Board in June, 2017 has not changed, and includes the community locker room addition on the north side of the Lincoln High School building being funded from Fund 80. There is no increase in the total levy.

With regard to 2017-18 budget amendments, Mr. Weigand explained that the biggest change is to add in the cost for the high school addition to the General Fund levy and Wisconsin Rapids Area Middle School (WRAMS) expenses were moved to Fund 49. These changes include energy projects slated to occur at Lincoln and in the WRAMS addition. The Board took the opportunity to ask questions concerning the amendments.

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

Resolution Authorizing Borrowing Not to Exceed \$9,200,000 for WRAMS Construction Project, and Providing for the Issuance and Sale of General Obligation Promissory Notes

Mr. Weigand explained that the authorization to borrow that is being requested will cover the financing necessary to fund the WRAMS construction project. The project would be financed out of Fund 38, with expenses recorded in Fund 49. There will be a required 30-day petition period that must occur prior to finalizing the borrowing, which puts the closing date for financing to occur in December, 2017. Mr. Broeren clarified that the dollars will be paid back via Fund 10 which, instead of paying down debt as has previously been done, will now be used for this new debt over the next ten years, or less – meaning financing for the projects has been developed in the existing budget.

Motion by John Benbow, seconded by Larry Davis to approve of a Resolution to authorize borrowing not to exceed \$9,200,000 for the WRAMS construction project; and providing for the issuance and sale of General Obligation Promissory Notes. Motion carried unanimously on a roll call vote.

Presentation by Nexus Solutions on Potential Future Energy Exemption/Efficiency Projects

Mr. Weigand introduced Jeff Mangan, Account Executive, and Hans Noel, Senior Development Engineer, both from Nexus Solutions, LLC. Nexus has been working on energy efficiency initiatives at Lincoln, and has performed a comprehensive audit on WRAMS and the District's elementary schools to determine what projects might be able to be accomplished which would fall within the scope of revenue limit exemption financing. In December, 2017, the Board may consider: approving entering into a performance contract; approving a project listing of remodel projects funded by an Act 32 financial solution; and approving a borrowing Resolution to cover the projects. Mr. Mangan reviewed the phases that Nexus Solutions has developed for the projects in process as follows:

- ◆ Phase 1 – April, 2017
 - Detailed design work at LHS for Phases 1a, b, c, d, e
 - Developed Act 32 financial solution for remodel projects
- ◆ Phase 2 – June, 2017
 - Identified Lincoln High School facility needs
 - Developed and implementing long-term solutions with budgets and tax impacts
- ◆ Phase 3 – November/December, 2017
 - Identified remainder of District facility needs
 - Developed long-term solution options with budgets and tax impacts

Legislative changes as a result of the approved State budget suspended the Revenue Limit Exemption (RLE/Act 32) for 1,000 years covering the period of January 1, 2018 to December 1, 3018. Existing projects will be grandfathered in, and districts may approve future resolutions until December 31, 2017. Lincoln High School is in the process of being transformed with 40-year building solutions. The District has an opportunity to make similar improvements at WRAMS and the elementary schools by extending its existing use of the Revenue Limit Exemption (RLE) with a single-year and multi-year bonded projects. This would help to address critical infrastructure needs and reduce operating expenses. A number of districts in our region are taking advantage of the fiscal advantage RLE offers, prior to its expiration.

A utility analysis depicting annual costs for electricity, gas, water, and sewer at each facility was shared. Mr. Noel shared a comprehensive analysis of energy savings, building envelope, and mechanical and environmental systems projects that could be considered for Grant, Grove, Howe, Mead, THINK, Washington, Woodside, WRAMS, and the Buildings & Grounds facility. The bonded portion of the projects would amount to \$9,300,000.

Mr. Mangan concluded the Nexus presentation by explaining the benefits of considering additional projects at this time: 1) the State has empowered school districts; 2) Bond referenda are not required; 3) great financing rates still exist; 4) District needs get addressed by reducing operating cost through energy efficiency; worn out and obsolete equipment and systems will be repaired or replaced; occupant health, safety and comfort would be improved; facility life would be renewed and extended.

The Board raised a number of questions pertaining to the lighting project, potential energy rebates, whether air conditioning in buildings without it were included in the scope of the project, and whether local qualified

contractors will have the opportunity to bid. The administrative team and Nexus provided feedback to address the questions raised.

Mr. Broeren clarified that the district-wide facility lighting upgrade to transition over to LED includes Focus on Energy savings as well as savings on long-term utility expenses. This part of the project would be done over a one-year period of time and be paid for out of the District's existing budget. The bonded \$9,300,000 resolution for borrowing portion of the project would be longer-term, and paid back over a period of the life of the Bond, presumably twenty years.

To continue moving forward with the projects, the Board would need to pass the Resolution being proposed to authorize borrowing not to exceed \$9,300,000 for District energy projects in various buildings and providing for the issuance and sale of General Obligation Promissory Notes. Then in December, 2017, it will be necessary for the Board to approve of entering into a performance contract and approve of the projects to be undertaken through the RLE. A project kick-off meeting would then be scheduled, and all projects would run in parallel. Mr. Broeren requested that Mr. Mangan clarify that technically, the performance contract would be an amendment to the existing Nexus contract, which Mr. Mangan confirmed it would be.

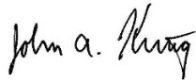
The Board thanked Mr. Mangan and Mr. Noel for their presentation.

Motion by John Benbow, seconded by Larry Davis to approve of a Resolution to authorize borrowing not to exceed \$9,300,000 for District energy projects in various buildings and providing for the issuance and sale of General Obligation Promissory Notes. Motion carried unanimously on a roll call vote.

Calendar

Calendar items were reviewed.

Vice President Rayome adjourned the meeting at 7:29 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk