



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

April 9, 2018

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, Katie Medina

BOARD MEMBERS EXCUSED: Larry Davis, Anne Lee

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

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 students will be leaving April 20th to compete at the International Career Development Conference (ICDC) in Atlanta, Georgia
- The State Student Council conference and competition is coming up at the end of April
- The HOSA-Future Health Professional State Leadership Conference will also occur April
- A great deal of student testing is on-going now through the end of the year

Approval of Minutes

Motion by Mary Rayome, seconded by John Benbow to approve regular Board of Education meeting minutes of March 12, 2018. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee Reports

A. Business Services Committee – April 2, 2018. Report given by John Benbow.

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

- BS-1 Approval of a proposal to increase the following school lunch prices: \$2.05 for grades K-5; \$2.25 for grades 6-8; \$2.45 for grades 9-12; and \$3.25 for adults, to remain in compliance with federal regulations.

Committee Reports (continued)

- BS-2 Approval of a proposal to purchase ninety-two HP ProDesk computers from PDS at a total cost of \$49,864.00, with funding from the District Technology budget.
- BS-3 Approval of the purchase of four score boards for the two gymnasiums and one score board for the football field at the middle school from Nevco Scoreboard Company, at a total cost of \$26,400.00, with funding from the District Technology budget.
- BS-4 Approval of a proposal from the Trades House Committee for the Lincoln High School Trades House Class to construct a home for John and Teri Thomas during the 2018-19 school year.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda items BS 1-4. Motion carried unanimously on a roll call vote.

Mr. Benbow provided updates and reports on:

- Cabinets being installed at THINK Academy by Schulist's Custom Cabinets
- Purchase of District copy paper from Contract Paper Group, Inc.

Motion by John Benbow, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the regular April 2, 2018 Business Services Committee meeting. Motion carried unanimously.

B. Personnel Services Committee – April 2, 2018. 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 Amy Fuller (Secretary – THINK) and Peggy Weidman (Head Cook – Lincoln).
- PS-2 Approval of support staff resignation request of Khaab Moua (Noon Aide – Howe).
- PS-3 Approval of Board Policy 163 – Opportunities for Development, second reading.
- PS-4 Approval of Board Policy 164 – Board Member Compensation and Expenses, to include Option 2 wording, second reading.
- PS-5 Approval of a wage increase for Swim Program positions, with an effective date of June 1, 2018, to new rates as follows: Locker Room Attendant \$7.50/hour; Lifeguard \$9.00/hour, Swim Instructor \$10.00/hour (year 1), \$10.50/hour (year 2), \$11.00/hour (year 3); and Head Guard \$13.00/hour.
- PS-6 Approval of a wage increase for the Buildings and Grounds positions of Cleaner to the new rate of \$9.00/hour and the Summer Grounds Helpers to the new rate of \$10.50/hour (year-one) and \$11.00/hour (year-two and thereafter) with an effective date of June 1, 2018.

Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1-6. Motion carried unanimously.

Ms. Hett provided updates and reports on:

- Current and projected professional staff vacancies for the 2018-19 school year, including the need to hire new teachers for all eleven professional staff retirements and add an anticipated net increase of seven additional professional staff positions.

Motion by Sandra Hett, seconded by Mary Rayome to approve the balance of the Personnel Services Committee report and minutes of the regular April 2, 2018 Personnel Services Committee meeting. Motion carried unanimously.

C. Educational Services Committee – April 2, 2018. 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 proposed calendars for the 2019-20, 2020-21, and 2021-22 school years.

Motion by Mary Rayome, seconded by John Benbow to approve consent agenda item ES 1. Motion carried unanimously.

Ms. Rayome provided updates and reports on:

- Lincoln High School Schedule Changes – Principal Ronald Rasmussen of Lincoln High School provided an explanation of changes that will be made to the student schedule at Lincoln beginning with the 2018-19 school year. When the high school moved to trimester scheduling, a 25-30 minute block of time on Wednesdays was built into the schedule through early release of students for the purpose of developing staff Professional Learning Community (PLC) time. This PLC time has been a great benefit for staff. However, having the schedule vary from day to day has caused some issues with traveling teachers. In order to better facilitate schedules of traveling teachers, the administration would like the Lincoln and Wisc. Rapids Area Middle School (WRAMS) schedules to be more similar starting next school year. Additionally, the administration believes that moving the Intervention/Enhancement (I/E) time for students from the end of the day to earlier in the day (after first hour) will help reduce some disciplinary concerns that have manifested as a result of the current schedule. Students have at times skipped out at the end of the day instead of reporting to their required I/E period. Scheduling the I/E time toward the end of the day was helpful for athletes needing to leave the building early for contests; however, the benefits of adjusting the schedule outweigh any advantages of maintaining the status quo with it. The administration plans to assign students to the same I/E teacher beginning with their freshman year and continuing through their senior year, which should help build and strengthen relationships and provide continuity for students - particularly in the area of Academic and Career Planning.

Mr. Rasmussen explained that East Jr. High has been very successful in using some of their Eagle Time enrichment to allow school clubs to meet. Lincoln plans to schedule similar opportunities for students on a rotating basis during certain I/E days to provide more equitable opportunity for students to be involved in co-curricular activities.

Students involved in the P.R.I.D.E. program in good standing will still have privileges, but not be allowed to leave the building. The GPA and credit requirements affiliated with this program are also being increased.

PLC time will continue to be built into the schedule; however, rather than have it be on Wednesday afternoons, it will take place in the morning and students will report to their first hour class at 8:05 a.m. rather than 7:34 a.m. – buses will run as normal and supervision will be provided for students arriving at the usual time. Wednesday was chosen as the weekday for PLC time because there are often Tuesday athletic competitions that students return from late in the evening; this will allow them additional time on Wednesday mornings to arrive. Also, should more than three snow days occur in a school year, it will be possible to make up any statutorily required minutes by having students attend classes beginning at 7:34 a.m. The Committee had an opportunity to ask questions concerning the schedule changes being implemented for 2018-19.

- Lincoln High School Pool – Mr. Rasmussen and Nathali Jones, Physical Education Teacher and Aquatics Director at Lincoln, provided an update on changes planned for programming at the Lincoln pool (which will be referred to as the “natatorium” in the future) once renovations have been completed. The purpose of the WRPS Community Swim Program is “To provide all community members access to a high quality, safe, affordable, and family friendly aquatic experience.” To that end, aquatic programming and fees have undergone review. After conducting a community survey, some new program suggestions surfaced, including:

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| ☒ Spring Swim Lessons | ☒ Weekend and School Break Open Swim |
| ☒ Family Water Exercises | ☒ Pre-K Swim Lessons |
| ☒ “Vigorous” Water Exercises | ☒ Masters Swim Program |
| ☒ Pre-Teen/Teen Swim Lessons | ☒ Adult Swim Lessons |
| ☒ Middle School Boys Swim Team | ☒ Water Exercise for “Gen X” |
| ☒ Rentals to private individuals or organizations | |

Ms. Jones explained that any increase in swim activities would be dependent upon availability of certified staff. Program feasibility and a potential Sunday through Saturday schedule were shared, along with a comparison of what other school districts are offering for aquatic programming. Current and potential program membership fee structures were reviewed, and would include options for a yearly membership, monthly membership, or as a drop-in or per class fee. The Committee asked how participants would be tracked based upon their level of membership or program purchased. Ms. Jones stated that participants would have an ID card to be scanned which would indicate this. Having the new community entrance area to the pool will offer a streamlined, efficient process where guests can check in and staff can easily monitor.

- **AP and ACT Graduate Report** – Ms. Stebbins-Hintz shared test results from the 2016-17 school year. Five year trends for ACT graduates show a prevailing tendency for results to be slightly above the State in English and Reading; slightly below the State in Math (which continues to generate internal analysis and discussion among staff); and an even trend in Science and composite scores. A comparison of ACT scores to neighboring districts was reviewed.

The subgroup reporting information indicates that an achievement gap exists in the following category areas: race, ELL, homelessness, disability, and/or economically disadvantaged status. Equity discussions continue among leadership and building teams in order to address the achievement gap.

AP results for 2016-17 show a steady trend of students taking AP exams. Like the ACT test results, AP results indicate an achievement gap exists in subgroup areas such as race and economically disadvantaged. The percentage of students scoring at a “3” or above on the AP was slightly higher than 2015-16; however, when analyzing the trend from 2011-12 through 2016-17, the data shows a higher percentage of students above “3” from 2011 through 2014. Mr. Rasmussen shared that 184 students are scheduled to take AP exams in 2017-18.

A comparison of AP exam results and participation rates for WRPS, the State, and other districts was shared. Ms. Stebbins-Hintz noted that D.C. Everest and Marshfield have significantly higher participation rates when compared to other districts, which may warrant some exploration. Mr. Rasmussen explained that there is a great deal of interest by students to take College English 101 and 102 through concurrent enrollment, which also affects the number of students enrolled in AP coursework. Mr. Rasmussen shared that next year a number of freshman are scheduled to take an AP Geography course for the first time that it is being offered. This may help build student confidence levels in completing this rigorous coursework and compel them to sign up for additional AP classes in their sophomore, junior, and senior years. Committee members expressed an interest in learning more about what the AP offerings and approach are at D.C. Everest and Marshfield.

Motion by Mary Rayome, seconded by John Benbow to approve the balance of the Educational Services Committee report and minutes of the April 2, 2018 Educational Services Committee meeting. Motion carried unanimously on a roll call vote.

Agenda Referrals/Information Requests

None.

Legislative Agenda

Mr. Benbow provided the following information:

- The new school safety law has passed which creates a \$100 million grant program for school safety-related expenditures, including facility upgrades and staff training. All school boards are required to provide blueprints of each school building and facility to the newly created Office of School Safety at the Department of Justice (DOJ) and to local law enforcement agencies by July 1, 2018. Districts with older buildings have some concerns about whether actual original blueprints even exist and if not, whether they will be required to hire an architectural firm to develop blueprints for the facilities. It is possible that a scaled floor plan or schematic will be sufficient to satisfy this requirement – more specific guidance is anticipated to be coming from the DOJ.
- The public showed strong support for statewide school referenda, with 55 out of 66 referendum questions passing on the spring ballot.

Bills

Motion by Mary Rayome, seconded by John Benbow to note March, 2018 receipts in the amount of \$10,815,736.13 and approve March, 2018 disbursements in the amount of \$4,227,582.15. Motion carried unanimously on a roll call vote.

New BusinessEmployee Appointment, Resignation, and Retirement Requests

Dr. Ryan Christianson, Director of Human Resources, recommended the following staff employment requests for approval by the Board:

Professional Staff Appointments Effective at the Beginning of the 2018-19 School Year

Sheena Vitello	Location:	WRAMS
	Position:	Teacher (1.0 FTE)
	Education:	BS – UW Stevens Point – December, 2005
	Major/Minor:	Elementary Education/English
	Salary:	\$44,500
Summer Spence	Location:	WRAMS
	Position:	Teacher (1.0 FTE)
	Education:	BS – UW Stevens Point – December, 2017
	Major/Minor:	Elementary Education/English
	Salary:	\$40,000
Ashley Muehlenkamp	Location:	Woodside Elementary School
	Position:	Teacher (1.0 FTE)
	Education:	BS – UW Stevens Point – December, 2017
	Major/Minor:	Early Childhood Education/ Early Childhood Special Education
	Salary:	\$40,000
Keith Pupp	Location:	Lincoln High School
	Position:	Teacher (1.0 FTE)
	Education:	BA – UW Stevens Point – December, 2001
	Major/Minor:	History/Political Science
	Salary:	\$44,500
Tara Koch	Location:	Washington Elementary School
	Position:	Teacher (1.0 FTE)
	Education:	BA – UW Stevens Point – August, 2007
	Major/Minor:	Theatre Arts and Dance
	Salary:	\$40,000

Motion by Sandra Hett, seconded by Mary Rayome to approve of the professional staff appointments as presented. Motion carried unanimously.

Support Staff Appointment

Angela Wirth	Location:	Grant Elementary School
	Position:	Head Cook (5.75 hrs/day)
	Effective Date:	April 9, 2018
	Hourly Wage:	\$15.53 (starting rate) / \$16.35 (after 60 days)

Motion by John Benbow, seconded by Katie Medina to approve of the support staff appointment as presented. Motion carried unanimously.

Professional Staff Resignations

Jonah Adams	Location:	East Junior High School
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 8, 2018
	Date of Hire:	August 26, 2008
Gabrielle Scheunemann	Location:	Howe Elementary School
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 8, 2018
	Date of Hire:	August 27, 2013
Anna Kasukonis	Location:	Vesper Community Academy
	Position:	Teacher (1.0 FTE)
	Effective Date:	June 8, 2018
	Date of Hire:	September 6, 2016

Motion by Mary Rayome, seconded by Katie Medina to approve of the professional staff resignation requests as presented. Motion carried unanimously.

Support Staff Early Retirement

Tamara Rippier	Location:	Lincoln High School
	Position:	Special Education Aide (7.0 hrs/day)
	Effective Date:	June 7, 2018
	Date of Hire:	January 19, 1981

Motion by John Benbow, seconded by Katie Medina to approve of the support staff early retirement request as presented. Motion carried unanimously.

Dr. Christianson informed the Board that while 5 professional staff appointments were recommended for approval, the District has 11 teacher retirements which all need to be filled. Also, 7 additional professional staff positions are projected to be needed for next year due to restructuring. When all resignations to date are taken into account, there are currently around 24 professional staff positions needing to be filled, and Dr. Christianson anticipates there could be as many as 30 by the fall if any unexpected resignations come in over the summer.

Employee Health Insurance Plan Options

Superintendent Broeren explained that as a cost saving measure, the administration has been considering the exploration of unique, creative approaches to the employee healthcare benefit, including the possibility of self-funded or narrow network plan options. Benefit levels for less than full-time staff are also under consideration. Mr. Broeren would like to gauge the level of support by the Board for investigating these different models prior to investing time and resources to do so. The administration is keenly aware of the importance of maintaining a competitive health insurance benefit in order to retain and attract quality staff members.

The Board questioned whether or not there would be a Third Party Administrator (TPA) to process claims in a self-funded model, citing a concern about having adequate staff available for this task. Mr. Broeren confirmed that claims would be handled through a TPA and explained that the District would be protected from high claims through a stop-loss coverage plan. A cost-benefit analysis would need to be undertaken to determine the feasibility of changing to a self-funded model. Other possibilities to be considered might include the development of an employee health clinic for basic family visits like physical exams and minor health ailments. How this might work and who would operate the clinic are the types of questions that would need to be addressed. It is also possible to combine an on-site health clinic with a self-funded plan model to maximize savings and benefits for employees.

In terms of the current Health Savings Account (HSA) arrangement for employees, the Board questioned whether adding this benefit for employees has helped the experiential rating since it was anticipated that employees would become better consumers of healthcare under an HSA plan. Mr. Broeren explained that the administration is waiting on numbers from the carrier concerning loss ratio data that will be used to determine next year's premium rates. The 2018 plan renewal rate of 4% was based off of 6-9 months' worth of data. It is possible that the loss ratio could still come in at or over 100% which would contribute to a higher renewal rate for 2019. Speaking of consumerism, Mr. Broeren stated that it might be helpful and cost effective for employees to have options

concerning the type of plan they will pay for. Certain employees may be in a position to purchase a less expensive plan with reduced coverage based upon their health status, age, etc., rather than paying for the more expensive full premium/benefit plan. Traditional healthcare plans offering the same coverage for every employee are very expensive and can become difficult to sustain. The District currently pays more than other Valley schools for healthcare premiums with the same coverage.

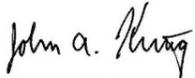
The Board inquired about what the cost savings to the District might be if only active employees were on the plan, and retirees were instead provided a certain dollar amount to obtain their own coverage in the healthcare marketplace. Dr. Christianson explained that the last time numbers were obtained on retirees was two years ago when WEA was the District's carrier. At that time the data indicated that retirees had a lower loss ratio than active employees, which was a contributing factor in deciding not to move them off of the plan. A broker analysis performed also made it clear that coverage options available to retirees in the central Wisconsin area were not as favorable – the marketplace plans were not cost effective, and the District plan provided much better coverage than retirees could get on their own.

Mr. Krings made mention of the Insurance Committee that he was a member of in the past, suggesting that garnering employee input through a committee like this proved helpful and may be a way in which to involve employees to solicit their concerns and feedback about options being explored. Superintendent Broeren stated that he welcomes having employees involved and engaged wherever it makes sense to do so. In final discussions, the Board expressed support for exploring various options related to the healthcare benefit. Mr. Broeren will move ahead with the process, and bring updates and information to the Board in the future as appropriate.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 6:43 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk