



Wisconsin Rapids Board of Education

510 Peach Street · Wisconsin Rapids, WI 54494 · (715) 424-6701

MINUTES

John A. Krings, President
John Benbow, Jr.
Troy Bier
Larry Davis
Sandra K. Hett
Katie Medina
Mary E. Rayome

August 12, 2019

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, Troy Bier, Katie Medina

BOARD MEMBERS EXCUSED: Larry Davis

ADMINISTRATION PRESENT: Craig Broeren, Daniel Weigand, Brian Oswald, Kathi Stebbins-Hintz, Danielle Scott

MEDIA PRESENT: Kevin Bargender – River Cities Community Access

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

Pledge of Allegiance

Roll Call

Approval of Minutes

Motion by Mary Rayome, seconded by John Benbow to approve regular Board of Education meeting minutes of July 8, 2019. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee Reports

A. Educational Services Committee – August 5, 2019. 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 Board Policy 343.46 – Early College Credit Program and Policy 343.46 Rule – Early College Credit Program Procedures for first reading.

ES-2 Approval of the proposed K-5 Social Studies curriculum beginning with the 2019-20 school year.

ES-3 Approval of the proposed contract with Renaissance Learning for the 2019-20 school year in the amount of \$33,061.20, to be paid for from curriculum acquisition funds.

ES-4 Approval of the contract with Houghton Mifflin Harcourt for the 2019-20 school year for software support, upgraded materials, and professional development for the Scholastic Reading Inventory and READ 180 in

Committee Reports (continued)

the amount of \$35,565.95, to be paid for from curriculum acquisition funds, Fund 27 flow through dollars, and reading funds.

Motion by Mary Rayome, seconded by John Benbow to approve consent agenda items ES-1-4. Motion carried unanimously on a roll call vote.

Ms. Rayome provided updates and reports on:

- Ms. Stebbins-Hintz, Director of Curriculum & Instruction, reminded the Committee that with the 2011-12 approval of the elementary math acquisition there is an annual purchase of consumable workbooks for elementary students.
- Steve Hepp, Assistant Director of Pupil Services, presented data on seclusions and restraints for the 2018-19 school year as well as historical data. It was noted that the total number of incidents had decreased. He felt this was in part because staff are learning what is causing student behaviors and how to deal with the cause before restraint is needed.
- Ms. Stebbins-Hintz reviewed changes to the Supplemental Pay Plan from the previous year, including elimination of the \$14.00 pay rate and increasing District Educational Unit (DEU) options. Brian Oswald, Director of Human Resources, presented data comparing the impact of these changes over the past four years. Although there was about a \$50,000 increase in pay out, this indicated to administration that staff are actively participating in professional development with a 73% participation rate. Administration feels this is very positive. Mr. Oswald indicated that the supplemental pay plan is a strong incentive when hiring new teachers.

Motion by Mary Rayome, seconded by Katie Medina to approve the balance of the Educational Services Committee report and minutes of the August 5, 2019 Educational Services Committee meeting. Motion carried unanimously.

B. Business Services Committee – August 5, 2019. 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 of the proposed 66.03.01 cooperative agreements for students attending the work place training program from the Nekoosa and Port Edwards School Districts.

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:

- The Committee reviewed invoices from Ansay and Associates for District property insurance; Honeywell for monitoring/electronic systems; Bauer's Floor Mart for flooring replacement at Lincoln High School; AE Business Solutions for technology switch gear support; and Camera Corner for Mitel phone support.

Motion by John Benbow, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the August 5, 2019 Business Services Committee. Motion carried unanimously.

C. Personnel Services Committee – August 5, 2019. 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 appointment for the 2019-20 school year of Samantha Powers (Teacher - Lincoln).
- PS-2 Approval of the support staff appointments for the 2019-2020 school year of Jennifer Koback (Instructional Aide – River Cities) and Joanne Smaby (Noon Duty Aide – Lincoln).
- PS-3 Approval of the professional staff resignation requests, pending the receipt of \$2,000 liquidated damages, of Christina Dahlman (Teacher – Lincoln) and Craig Dakins (Teacher – Woodside).

- PS-4 Approval of the support staff resignation request of Kevin Stelman (Education & Career Planning Coordinator – River Cities).
- PS-5 Approval of Board Policy 723.1 Rule – Emergency School Closing Procedures, second reading.

Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1-5. Motion carried unanimously.

Ms. Hett provided updates and reports on:

- Brian Oswald, Director of Human Resources, shared with the Committee the coaching compensation costs for the 2018-19 school year and compared those costs to the 2017-18 school year.
- The Committee was updated by Mr. Oswald on the topic of possible options for hourly staff which will be discussed at the next administrative team meeting. Results of the discussion will be brought back to the Committee.
- With regard to the status of 2019-20 professional staff levels, the Committee learned that there are three elementary openings and one high school opening. The Committee requested that administration bring in a current elementary class size report to the next meeting.

Motion by Sandra Hett, seconded by Mary Rayome to approve the balance of the Personnel Services Committee report and minutes of the August 5, 2019 Personnel Services Committee meeting. Motion carried unanimously.

Motion by Sandra Hett, seconded by Troy Bier to approve of the special closed session Personnel Services Committee meeting minutes of August 5, 2019. Motion carried unanimously.

Agenda Referrals/Information Requests

Sandra Hett requested information on the number of cameras currently installed on buses, expressing an interest in a price quotation to have all buses outfitted with cameras for safety and security reasons. Options to buy versus rent should be given consideration, as well as ensuring that a system utilized would be able to be upgraded.

Legislative Agenda

Troy Bier shared the following information:

- The State Assembly Education Committee met recently to hold a hearing on two bills. The first is AB 232 which pertains to teacher prep and provides the state superintendent authority to develop an equivalent student teaching option, in addition to student teaching, that consists of full days for a full semester at a cooperating elementary or secondary school as required by current law.
- The second bill is AB 223 which relates to making an appropriation in supplemental state aid for consolidated school districts. This new aid program would be for consolidated districts that are formed on or after July 1, 2020, to gradually phase in property tax increases for the lower taxed district residents over a 5-year period. The aim is to bring them into property tax rate parity. The mill rate for the newly consolidated district would initially be set equal to the lowest mill rate among the consolidating districts in the year prior to consolidation, and this aid would be reduced by 20% per year over 5 years.
- The Senate Education Committee will hold a public hearing on August 13, 2019 to consider four bills:
 - AB 53 which would add the name of a pupil’s parents or guardians to the list of categories of pupil information that a public school may designate as “directory data” in pupil records.
 - AB 54 which would provide prior warnings of fire, tornado, and school safety drills for a public or private school if a person in charge determines doing so is in the best interest of pupils attending the school.
 - AB 67 would require information to be included on school and school district accountability report cards about music, dance, drama, and visual arts participation in the school district.
 - AB 110 would require the Department of Public Instruction (DPI) to develop a guidebook related to dyslexia and related conditions.
- The Wisconsin Association of School Boards (WASB) is hosting a Legislative Advocacy Conference in Stevens Point, Wisconsin on Saturday, November 2, 2019 which may be beneficial for interested Board members to attend.

Bills

Motion by Mary Rayome, seconded by John Benbow to note July, 2019 receipts in the amount of \$1,367,939.84 and approve July, 2019 disbursements from 2018-19 books in the amount of \$377,900.19, and July, 2019 disbursements from 2019-20 books in the amount of \$3,058,135.86. Motion carried unanimously on a roll call vote.

New Business

Employee Resignation and Appointment Requests

Brian Oswald, Director of Human Resources presented the following professional staff appointment recommendations for approval for the 2019-20 school year:

Emily Morzewski	Location: Position: Education: Major/Minor: Salary:	Mead Elementary School Teacher (1.0 FTE) BS – UW Madison – May, 2019 Elementary Education \$40,000.00
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Samantha Messner	Location: Position: Education: Major/Minor: Salary:	Grant Elementary School Teacher (1.0 FTE) BS – UW Stevens Point – May, 2016 Early Childhood Education/Special Education \$41,500.00
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Motion by Mary Rayome, seconded by Sandra Hett to approve of the professional staff appointments of Emily Morzewski and Samantha Messner effective with the 2019-20 school year. Motion carried unanimously.

66.03.01 Agreements with Other Districts

Superintendent Craig Broeren presented the following 66.03.01 agreement requests with other districts for non-resident students to participate in the District virtual program:

Tri-County Area School District.....	4 students
School District of Adams Friendship.....	1 student
School District of Stevens Point	64 students
School District of Wautoma.....	3 students
School District of Reedsburg	6 students
Tomorrow River School District – Amherst.....	2 students
School District of Stratford.....	2 students

The Board questioned how the virtual program numbers compare to the prior year, and Superintendent Broeren stated he believes the numbers will be very similar, with no drastic changes anticipated.

Motion by John Benbow, seconded by Troy Bier to approve of the proposed 66.03.01 agreements for non-resident students attending the District virtual program from the school districts of Tri-County, Adams-Friendship, Stevens Point, Wautoma, Reedsburg, Tomorrow-River, and Stratford. Motion carried unanimously.

Tentative Agreement Reached with Wisconsin Rapids Education Association (WREA)

Superintendent Broeren explained that the Board WREA Salary Committee recently met with the WREA bargaining team to conduct negotiations. The Consumer Price Index (CPI) rate for the 2019-20 bargaining session set by the Wisconsin Department of Revenue is 2.44%. The parties reached a tentative agreement of a 2.3% overall increase on base wages, which would be distributed in an equalized fashion among staff members and prorated based upon individual employee Full Time Equivalent (FTE) status. A full-time staff member would receive an approximate increase of \$1,103.00 on their annual salary from the settlement. Board members had an opportunity to ask questions.

Motion by Mary Rayome, seconded by Troy Bier to approve of the proposed 2019-20 Wisconsin Rapids Education Association (WREA) Collective Bargaining Agreement. Motion carried unanimously.

Tentative Agreement Reached with AFSCME Local 1075

Superintendent Broeren stated that the Personnel Services Committee met in special session on August 5, 2019 to conduct negotiations with the AFSCME Local 1075 Custodial and Maintenance employee bargaining unit. A tentative agreement was reached between the parties which would provide a 2.3% increase on individual employee wage rates. Increases would range between 51 to 61 cents per hour, depending upon an employee's position. Board members had an opportunity to ask questions.

Motion by John Benbow, seconded by Katie Medina to approve of the proposed 2019-20 AFSCME Local 1075 Custodial and Maintenance Collective Bargaining Agreement. Motion carried unanimously.

Review Recommended Changes to Board Policy 411.5 - Bullying

Superintendent Broeren presented recommended changes to Board Policy 411.5 – Bullying for first reading. The suggestions for policy change are being made following conversations which began a number of months ago by the administration. After conducting a comprehensive evaluation of current policy and practice, it has been determined that significant changes are not necessary. One item Mr. Broeren would like to see included in the policy is a reference to ordinances on bullying which were recently passed by the Town of Grand Rapids and City of Wisconsin Rapids. The ordinances provide an additional tool to be utilized in situations where all behavior modification attempts have been exhausted. As is current practice, the District and law enforcement officials would continue to work in a collaborative fashion to modify behavior; however, in extreme cases law enforcement may determine that a citation is warranted given the circumstances of an individual case. Each municipal ordinance carries its own fee structure describing the potential financial consequences involved. The Board expressed support and appreciation to Superintendent Broeren for his involvement in attending municipal meetings to explain the District's position and answer questions concerning the ordinances being proposed. The Board is also pleased with the support shown by community agencies to join in on the conversation to combat bullying. Mr. Broeren plans to update the Board at some point in time in the future on how often the ordinances are utilized.

Motion by Mary Rayome, seconded by Troy Bier to approve of the recommended changes to Board Policy 411.5 – Bullying for first reading. Motion carried unanimously.

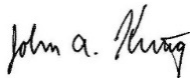
Request from Safe-Way Bus Transit Concerning Current Contract

Superintendent Broeren explained that he received communication from Safe-Way Bus Transit to formally request that an addendum to the current contract be made which would add language to include: 1) a base rate increase of \$2.70 per bus; 2) a minimum of 173 school days to be guaranteed; and 3) if Safe-Way does not transport 173 days, for each day under that amount they would be paid 75% of their base rates. The request from Safe-Way comes after the significant number of inclement weather days in the 2018-19 school year which caused eight school closure days. After some discussion, by consensus the Board agreed to defer the request to contract talks with the bus companies which are anticipated to occur in spring, 2020. A comprehensive costing analysis of the impact to the District should be developed at that time for consideration during negotiation discussions. The number of closures during 2018-19 is an anomaly and a repeat would be surprising; however, it is possible that the Board may consider a retroactive increase should a similar weather pattern develop which causes significant closures during the 2019-20 school year.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 6:47 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk