



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

December 17, 2018

**SPECIAL BOARD OF EDUCATION MEETING
OPEN SESSION**

LOCATION: Thomas A. Lenk Educational Center, 510 Peach Street, Wisconsin Rapids, WI 54494
Conference Room A/B

TIME: Immediately Following Special Board of Education Meeting at 5:00 p.m.

PRESENT: John Krings, Larry Davis, Sandra Hett, Anne Lee, Mary Rayome

EXCUSED: John Benbow, Katie Medina

ADMINISTRATION PRESENT: Craig Broeren

President John Krings called the meeting to order at 6:03 p.m.

Roll Call

Motion by Sandra Hett, seconded by Larry Davis to move into closed session pursuant to Wis. Stats. §19.85(1)(c)(f) for the purpose of considering individual administrator evaluation information including an evaluation of the Superintendent’s job performance; administrator contract renewals/extensions, wages and benefit information; and to consider any individual administrator retirement/resignation requests. Motion carried unanimously on a roll call vote.

Motion by Mary Rayome, seconded by Anne Lee to move into open session at 8:43 p.m. Motion carried unanimously.

Motion by Mary Rayome, seconded by Sandra Hett to approve of the early retirement request of Kathi Stebbins-Hintz effective January 31, 2020. Motion carried unanimously.

Motion by Anne Lee, seconded by Sandra Hett to approve the extension of administrator contracts through June 30, 2021 for the following administrators, with the understanding that administrative assignment changes could occur during the term of the contract due to budgetary decisions made:

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|----------------------------|-------------------------|----------------------------|
| Edwin Allison | Steven Hepp | Kelly Schaeffer |
| Penny Antell | Julie Kolarik | Elizabeth Severson |
| Phillip Bickelhaupt | Tina Miller | Nicholas Sydorowicz |
| Timothy Bruns | William Oswald | Tina Wallner |
| Casey Drake | Brian Oswald | Daniel Weigand |
| Roxanne Filtz | Ronald Rasmussen | Jennifer Wilhorn |
| Tracy Ginter | Patti Ritchay | |

Motion carried unanimously.

Motion by Mary Rayome, seconded by Larry Davis to approve of the extension of a one-year, 21-day summer school administrative contract to Tim Bruns effective July 1, 2019 through June 30, 2020. Motion carried unanimously.

Motion by Anne Lee, seconded by Larry Davis to approve of a wage increase of 2% for all administrators (with the exception of the Superintendent) for the 2018-19 school year retroactive to July 1, 2018. Motion carried unanimously.

Motion by Sandra Hett, seconded by Larry Davis to approve the extension of Superintendent Craig Broeren’s administrator contract through June 30, 2021, and to include an additional one-year contract extension to June 30, 2022. Motion carried unanimously.

Motion by Mary Rayome, seconded by Larry Davis to approve of a wage increase for Superintendent Craig Broeren to \$160,000.00 for 2018-19 (retroactive to July 1, 2018) and an increase to \$165,000.00 for 2019-20. Motion carried unanimously.

Motion by Mary Rayome, seconded by Larry Davis to modify language in the *Administrator Benefit* document as follows:

1) Include the following language pertaining to the use of paid benefits:

Sick Leave: Administrators will be paid sick leave benefits for all regularly scheduled working time lost by reason of illness or injury as defined herein, up to the total time accumulated by the employee. The Superintendent may require substantiation of said illness or injury. Routine appointments of any kind are deducted from employee personal days. Sick leave can be used for dependent(s) and self for doctor visits that address a problem.

Time lost due to the closing of schools by order of the County Board of Health or other competent authority shall not result in any loss of wages or accumulated sick leave.

All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reason.

An administrator returning from any illness or injury, whether or not sick leave benefits have been paid, may be required to submit to a medical examination at the expense of the Board or furnish a medical doctor’s certificate of health prior to returning to work, in order to safeguard the health of students and fellow employees.

Any administrator who has been proven to obtain sick leave benefits by fraud, deceit, or falsified doctor’s statement shall be subject to suspension, discharge or other penalty as determined by the Board.

Sick leave benefits may be used for the purpose of time lost for oral surgery or physical examinations required for diagnostic purposes or required medical or psychological treatments. Oral surgery shall be deemed to be the treatment of the diseases, injuries or defects of the human jaw and the associative structure including extraction, periodontal surgery, injury, or any cutting with a knife.

Up to ten (10) days of accrued sick leave may be used annually to care for ill or ailing members of an employee’s immediate family (mother, mother-in-law, father, father-in-law, children, spouse, and domestic partners). Such leave shall be deducted from accumulated sick leave. Said days shall be for illness or ailments not covered under the Family and Medical Leave Act.

In addition, up to ten (10) days of accrued sick leave may be used annually to care for ill or ailing members of an employee’s immediate family (adult children, adult siblings, and grandchildren) who are not covered under the Family and Medical Leave Act. Such leave shall be deducted from accumulated sick leave.

2) Eliminate the language pertaining to payment of a physical examination as this is covered under the District health insurance benefit plan.

3) **Modify the liquidated damages language to increase the amounts as follows:**

Requests received on or after May 1, but not later than May 31, for release from a contract agreement scheduled to commence on or after July 1 of that same year shall be subject to ~~\$500~~ \$1,000 liquidated damages.

Requests received on or after June 1, but not later than June 30, for release from a contract agreement scheduled to commence on or after July 1 of that same year shall be subject to ~~\$1,000~~ \$2,000 liquidated damages.

Requests received on or after July 1 for release from a contract agreement shall be subject to ~~\$2,000~~ \$4,000 liquidated damages.

Motion carried unanimously.

President Krings adjourned the meeting at 8:50 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk