



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

October 14, 2013

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, Katie Medina, John Benbow, Anne Lee, Larry Davis, Sandra Hett, Mary Rayome

ADMINISTRATION PRESENT: Dr. Colleen Dickmann, Daniel Weigand, Kathi Stebbins-Hintz, Amy Ryan, Ryan Christianson, Trudy DeSimons, Phil Bickelhaupt, Ed Allison, Julie Marie

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 Report

Emily Morzewski provided updates and reports to the Board on the following topics concerning Lincoln:

- Success of Homecoming week events, good feedback was received regarding student assemblies
- Lincoln Yearbook to be all in color this year – pricing will remain the same, but with fewer pages
- Career Discovery Day held at Lincoln on October 10th
- Upcoming WKCE testing
- First meeting of the Principal Student Advisory Committee (PSAC) will be held November 6th

Approval of Minutes

Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of September 9, 2013; special open and closed session meeting minutes of September 9, 2013; and special closed session Board of Education meeting minutes of September 16, 2013 and October 7, 2013. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee Reports

A. Business Services Committee – October 7, 2013 – 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 increase the guideline for In-State and Out-of-State lodging from \$135.00 to \$150.00 per night, and \$190.00 to \$235.00 per night respectively, and permitting overnight lodging at conferences and workshops held in Wisconsin Dells.

BS-2 Approval to purchase forty-two wireless access points for the next five years from Capital Data at a cost of \$46,594.80 with funding from the 2006 Technology Referendum funds.

BS-3 Approval to modify the 2013-14 Personal Appliance Fee schedule as presented; adding personal air conditioners only with prior approval from the Building and Grounds Director, increasing the fee for small refrigerators to

Committee Reports (continued)

\$40.00, and allowing employees to use up to two personal items in their work area including coffee maker, lamp, radios, coffee cup warmer, or digital photo frames at no charge.

- BS-4 Approval of 66.03.01 cooperative agreements for students attending the Virtual program from the Stevens Point School District.

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

Mr. Benbow reviewed the following updates and reports provided to the Committee:

Donation – The Committee was updated on the work performed by Sam Elzinga and Boy Scout Troop 114 to replace the old footbridge to the athletic fields located at the Wisconsin Rapids Area Middle School.

Motion by John Benbow, seconded by Larry Davis to approve the balance of the regular Business Services Committee report and minutes of the October 7, 2013, Business Services Committee meeting. Motion carried unanimously.

- B. Personnel Services Committee – October 7, 2013 – 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 resignation of Susanne Lilly effective September 25, 2013 (LD/EBD – Vesper). *Ms. Hett noted that liquidated damages had been paid.*

PS-2 Approval of the support staff resignation request effective September 12, 2013 of Cynthia Bates (Health Aide – Howe).

PS-3 Approval of the professional staff appointments effective September 25, 2013 of Elizabeth Areco (Early Childhood SAGE *one year only for 2013-14* – THINK), and Sarah Javenkoski (Early Childhood SAGE *one year only for 2013-14* – Vesper).

PS-4 Approval of the professional staff re-appointments of Joan Hartman (Virtual *one year only for 2013-14* – Vesper), and Leeann Schmidmayr (Virtual *one year only for 2013-14* – Vesper).

PS-5 Approval of the support staff appointments of Julie Kramer (Instructional Aide – East), Carmen Richardson (Instructional Aide – THINK), Margaret Czaikowski (Instructional Aide – Grove), Laurie Price (Office Aide – Woodside), James Alft (Security Aide II – Lincoln), Jennifer Keller (Secretary – Lincoln), Melissa Bouchard (Aesop Coordinator – Central Office), Michelle Vinter (Instructional Aide – Vesper), Brooke Porter (Noon Duty Aide – Mead), Rebecca Neinfeldt (Special Education Aide – Lincoln), Cheryl Feit (A la Carte Cook – Lincoln), and Brandi Vakoc (Cashier – East).

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

Motion by Sandra Hett, seconded by Mary Rayome to approve the regular Personnel Services Committee meeting minutes of October 7, 2013; and two sets of special closed session Personnel Services Committee meeting minutes of September 9, 2013. Motion carried unanimously.

- C. Educational Services Committee – October 7, 2013 – 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 Educator Effectiveness Grant in the amount of \$32,960.00.

ES-2 Approval of participation in the Constellation E2 Energy to Educate Grant for the approximate amount of \$13,000.

ES-3 Approval of eighteen (18) students to attend Mid-State Technical College and/or the University of Wisconsin-Stevens Point at a cost not to exceed \$14,408.61.

Committee Reports (continued)

Motion by Anne Lee, seconded by Larry Davis to approve consent agenda items ES 1-3. Motion carried unanimously on a roll call vote.

Ms. Lee reviewed the following updates and reports provided to the Committee:

District and School Report Cards – Kathi Stebbins Hintz, Director of Curriculum and Instruction, reviewed the District and School Report Card results that were released to the public on September 17, 2013. It was noted that three elementary schools (Grove, Howe and Mead) that met or exceeded expectations are Title 1 buildings and have high percentages of free and reduced families. Overall, the District had very positive Report Card results, with the District receiving a rating of 72.6, which is only .4 points away from a rating of “Exceeds Expectations.” This ranking was higher than all other Valley and South Wood County school districts, with the exception of Marshfield Public Schools.

Graduation Requirement Proposal – Ronald Rasmussen, Principal of Lincoln High School, explained that a committee of teachers examined graduation requirements during the 2012-13 school year. After several meetings which included a review of the DPI waiver and student ACT and Accuplacer test results, a proposal was developed to modify graduation requirements beginning with the 2016-17 school year. Proposed changes include:

- ✓ Math credits from 2 to 3
- ✓ Science credits from 2 to 3
- ✓ Eliminating the swing credit
- ✓ Adding .5 technology credit
- ✓ Eliminating the .5 social studies requirement for senior year, but still requiring 3 social studies credits
- ✓ Allowing students who have completed 4 successful WIAA seasons to take 1 rather than 1.5 Phy Ed credits
- ✓ Maintaining the total required credits at 22.5

The administration will continue its work with the committee of teachers and share the results of their discussions, along with any recommendations for changes to graduation requirements, at the December Educational Services Committee meeting.

Eighth Grade Technology Assessment – Phillip Bickelhaupt, Director of Technology, shared results from the “Next Generation Student Assessment” survey that was given to eighth grade students, and compared the results to the two previous years. It was noted that improvements were significant from Spring, 2011 to Spring, 2013. Digital Citizenship is a targeted area for improvement. The current curriculum doesn’t address this area prior to grade 8.

Common Core Standards – Amy Ryan, Literacy Supervisor, presented a PowerPoint outlining the steps taken by the District to implement the Common Core Standards in the English/Language Arts area. It was noted by Committee members that a great deal of time and effort was put into the maps that are now available in this content area.

Motion by Anne Lee, seconded by John Benbow to approve the regular Educational Services Committee meeting minutes of October 7, 2013. Ms. Medina requested one correction on page 2 which references “Rapids Area” Catholic Schools. The correct name is “Assumption Catholic Schools.” Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

None.

Bills

Motion by Mary Rayome, seconded by John Benbow to note September, 2013 receipts in the amount of \$5,150,290.82 and approve September, 2013 disbursements in the amount of \$2,944,380.09. Motion carried unanimously on a roll call vote.

New Business

Professional Staff Retirement Request

Ryan Christianson, Director of Human Resources, presented a professional staff retirement request received from Cynthia Davis (Reading Specialist – WR Middle).

Motion by Mary Rayome, seconded by Anne Lee to approve the professional staff retirement request of Cynthia Davis effective October 15, 2013. Motion carried unanimously.

Seclusion and Restraint Report

Trudy DeSimons, Director of Pupil Services, provided information on the District’s seclusion and restraint incidents which occurred during the 2012-13 school year. Under 2011 Wisconsin Act 125, the Board of Education is to receive an annual report which includes the number of incidents of seclusion and restraint documented in the previous year, the total number of students involved in the incidents, and the total number of students with disabilities involved in the incidents. For the 2012-13 school year, Ms. DeSimons reported that the District experienced 34 incidences of seclusion or restraint. Thirty-three students were involved in these incidences, of which 32 were students with disabilities.

Ms. DeSimons reviewed the definitions of seclusion and restraint, Individualized Education Program (IEP) requirements, notification and reporting requirements, and training requirements under the Act. In August, 2012, all administrators received seclusion and restraint training. During the summer of 2012, four people were also trained to be trainers for the District. These instructors receive a certification which is valid for three years as long as the instructor teaches two sessions per year. At least 126 employees are now trained, and additional training sessions continue to be scheduled.

Tentative Agreement With Office & Professional Employees International Union (OPEIU) for 2013-14

Ryan Christianson, Director of Human Resources, explained that the Personnel Services Committee has been negotiating with the OPEIU bargaining unit since June, 2013, and the parties have reached a tentative agreement. As a result of Act 10, the Collective Bargaining Agreement has been reduced to a one-page agreement which defines Articles covering the following topics: *Recognition, Duration, Wages*, and a *Miscellaneous* section referencing state laws and regulations as well as applicable administrative regulations. If approved, the wage amount that will be distributed to employees in the OPEIU bargaining unit for 2013-14 is based upon a 2.0% increase to total base wages. The distribution to individual employees shall be 2% above their base year hourly rate. The Agreement reached will be effective from July 1, 2013 through June 30, 2014.

Motion by Mary Rayome, seconded by Anne Lee to approve the 2013-14 Collective Bargaining Agreement with the Office & Professional Employees International Union (OPEIU) Local 95 bargaining unit as presented. Motion carried unanimously on a roll call vote.

Wage Increase for Food Service Employees

Mr. Christianson informed the Board that negotiations had been underway and progressing with the Food Service employee group. However, the group did not petition to recertify their bargaining unit by the August, 2013 deadline. As a result, bargaining with the group has since ceased. This particular group has had wages frozen for the past two years. The administration recommends approval of a 2% pay increase for Food Service employees for the 2013-14 fiscal year.

Motion by Anne Lee, seconded by Larry Davis to approve a 2% wage increase for Food Service employees for 2013-14. Motion carried unanimously on a roll call vote.

Entry Level Wage Rates for Food Service and Office/Clerical and Aide Employees

Mr. Christianson explained that the Board has discretion to set entry level wage rates for new hires. Wage rates for the Food Service and Office/Clerical and Aide employee groups have undergone review, and the administration recommends the following rates be implemented effective October 15, 2013:

Office/Clerical and Aide Support Staff Employees				
		New/Proposed		
Employee Group	CBA ending 6/30/13	Starting Wage	Wage After 60 Days	
Group I	\$10.91	\$10.57	\$11.13	
Group II	\$12.19	\$11.81	\$12.43	
Group III	\$13.40	\$12.99	\$13.67	
Group IV	\$13.80	\$13.38	\$14.08	
Group V	\$14.18	\$13.74	\$14.46	
Group VI	\$14.74	\$14.29	\$15.04	

Food Service Employees			
		New/Proposed	New/Proposed
Employee Position*	CBA ending 6/30/13	Starting Wage	Wage After 60 Days
Head Cook – LHS	\$15.98	\$15.49	\$16.30
Head Cook – EJH/WRAMS	\$15.20	\$14.73	\$15.50
Head Cook – Elementary (Howe, Mead, Grant, Vesper, THINK)	\$15.07	\$14.60	\$15.37
Service Cook	n/a	\$13.89	\$14.62
Second Cook/A la Carte Cook/Baker	\$14.21	\$13.77	\$14.49
Helper	\$13.68	\$13.25	\$13.95

**Some adjustments have been made to alter the Baker/Service Cook positions and responsibility levels were reviewed to implement appropriate compensation based upon responsibilities. The School Lunch Aide position does not exist and has been eliminated.*

Mr. Christianson explained that any current employees who move into a *different* group level (office/clerical/aide) or position title (food service) would have the above corresponding wage rates apply. Employees moving within the same group or position title would maintain their current wage in the lateral move.

Motion by John Benbow, seconded by Mary Rayome to approve the recommended entry level wage rates for Office/Clerical and Aide support staff and Food Service employees. Motion carried unanimously on a roll call vote.

Calendar

Calendar items were reviewed.

John Krings adjourned the meeting at 7:05 p.m.

John A. Krings – President

Maurine Hodgson – Secretary

Sandra K. Hett – Clerk