



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

January 13, 2014

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, Larry Davis, Anne Lee, Sandra Hett, Mary Rayome

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

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:

- End of semester activities are finishing up
- Spirit Week activities planned for January 27-31, 2014 including an “Orange Day” to promote bullying awareness and prevention
- The annual LHS winter dance is scheduled for February 1, 2014 with a “Winter Wonderland” theme
- Registration for 2014-15 classes will take place in early February
- Woodlands Church has chosen to help sponsor Lincoln with some room painting needs

Approval of Minutes

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

Comments from Citizens and Delegations

Cindy Kane, an employee of WRPS, commented on legislation being discussed in the Wisconsin State Legislature that would allow for the expansion of private charter schools statewide, and the fact that these schools would not be accountable to any local school board. Funding for the schools would come from taxpayers, further reducing funding available for public schools. Ms. Kane asked the Board to consider two questions: (1) Has the Board contacted Assembly and Senate representatives in Madison about this issue; and (2) Has the Board contacted other school districts who have the same representatives in Madison to work together to address this issue?

Committee Reports

A. Business Services Committee – January 7, 2014 – 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 purchase of (67) Meraki access points from Capital Data at a cost of \$68,929.80 to be funded from the District Technology referendum budget.

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

Motion by John Benbow, seconded by Katie Medina to approve the balance of the regular Business Services Committee report and minutes of the January 7, 2014, Business Services Committee meeting. Motion carried unanimously.

B. Personnel Services Committee – January 7, 2014 – 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 early retirement request of Lori Parolini (Title 1 Reading Intervention – Howe).

PS-2 Approval of the support staff early retirement request of Janet Ciardelli (Special Ed Aide – Grove).

PS-3 Approval of the support staff resignation requests of Julie Carlsen (Noon Aide – Grove), and Mary Paulin (Noon Aide – Woodside).

PS-4 Approval of the support staff appointments of Sonya Frost (Classification Group V – River Cities), and Carissa Payne (Classification Group IV – Howe).

Motion by Sandra Hett, seconded by Anne Lee to approve consent agenda items PS 1-4. Motion carried unanimously.

Motion by Sandra Hett, seconded by Mary Rayome to approve the regular Personnel Services Committee meeting minutes of January 7, 2014. Motion carried unanimously.

C. Educational Services Committee – January 7, 2014 – Report given by Anne Lee.

Ms. Lee stated that no consent agenda items are being recommended for Board approval. Ms. Lee provided updates and reports on the following:

Lincoln High School Schedule Study – Ronald Rasmussen, Principal at Lincoln High School (LHS), provided an overview of the steps taken at LHS to explore scheduling options. He noted that a committee of teachers, counselors, and administrators was formed in 2012-13 to examine various schedules. The group identified criteria to use when studying the various schedules. Several options were studied, and the committee selected three schedules to explore further: block, modular, and trimester. After research and discussion, block scheduling was found to be the least favorable option, mainly because it would increase staffing. The modular system, which has been used by Wausau West for many years, was an interesting option. The committee realized that the building would likely need to undergo renovations in order to accommodate this type of schedule. This brought the trimester option to the top of the list.

With trimester, the school year would be divided into three sections: fall, winter, and spring. Students would take five classes each trimester, enabling them to earn a possible 7.5 credits per year. Staff members visited the Mequon and DePere School Districts as both are on a trimester schedule. Mr. Rasmussen indicated the committee would continue to explore the possible implementation of the trimester schedule, but no schedule changes would be recommended to begin until the *2015-16 school year.

**Ms. Kathi Stebbins-Hintz, Director of Instruction, noted that the unapproved Educational Services Committee minutes dated January 7, 2014 make reference to the schedule change recommendation beginning with the 2014-15 school year, which is incorrect. The minutes should be corrected to reflect school year “2015-16.”*

Skylert – Ms. Stebbins-Hintz and Mr. Phil Bickelhaupt, Director of Technology, recapped the benefits of implementing Skylert as a district mass notification system that could be purchased as an add-on module to Skyward. Notifications can be sent from individual buildings or from the District level. Because it is directly linked to Skyward, student data should be up-to-date.

Superintendent Dickmann indicated that Skylert would be purchased for one year on a trial basis from January to December, 2014, at a cost of \$9,503.00 with funding from Curriculum and Technology referendum dollars.

Motion by Anne Lee, seconded by Mary Rayome to approve the regular Educational Services Committee meeting minutes of January 7, 2014 with noted corrections. Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

State Senator Julie Lassa attended the meeting, and had conversation with the Board concerning the following topics:

- Legislation being introduced that continues to erode local governmental control and allows state level micromanagement
- Senate Bill 101 concerning revenue limit adjustments to increase funding for school safety plans
- LRB 2673 concerning public school funding reform, and which is based largely on State Superintendent Tony Evers' *Fair Funding* proposal
- Career and Technical Education Incentive Grants
- Private voucher and charter school legislation
- Limited accountability of voucher schools
- Common Core State Standards
- Smarter Balanced Assessment
- Future "skills gap" in Wisconsin
- Declining enrollment in University of Wisconsin Schools of Education
- Declines in staff morale as teachers do not feel appreciated or respected
- Importance of a positive work environment to attract and keep good teachers
- Impact/importance of communication with Legislators
- Difficulty obtaining compromise in state level government / potential redistricting reform may be necessary
- Lack of job creation in the state; difficulty passing legislation does not help the situation
- Educator Effectiveness
- School districts continue to be asked to do more with less
- Dual enrollment/transcripted credit opportunities for students
- Importance of early childhood education programming

The Board thanked Senator Lassa for her insight and dialogue at the meeting.

Bills

Motion by Mary Rayome, seconded by Katie Medina to note December, 2013 receipts in the amount of \$9,189,145.00 and approve December, 2013 disbursements in the amount of \$3,159,691.92. Mr. Benbow noted his appreciation of significant rebates and credits which have been secured through the work of Buildings & Grounds Department staff. Motion carried unanimously on a roll call vote.

New Business

2014-15 Facility Rental Agreement with Lots of Tots Preschool

Superintendent Dickmann recommended approval of the proposed 2014-15 Facility Rental Agreement as presented. Dr. Dickmann noted that the Boys & Girls Club has been working well with Lots of Tots as they share the Pitsch building.

Motion by Mary Rayome, seconded by Anne Lee to approve the facility rental agreement with Lots of Tots Preschool at a rate of \$560 per month commencing August 15, 2014 and ending June 15, 2015. Motion carried unanimously.

2014 Friend of Education Award

Dr. Dickmann spoke with Board President Krings and Vice President Rayome concerning a recommendation for Fred Griesbach to receive the "2014 Friend of Education" award. Mr. Griesbach has assisted in the culinary arts program at Lincoln High school for years, and has demonstrated a willingness to mentor students in order to prepare them for careers in the industry. He has organized multiple fundraiser dinners and mentored students in his kitchen at the Sky Club Restaurant. Mr. Griesbach has also personally contributed supplies and money to support WRPS students.

Motion by Mary Rayome, seconded by Anne Lee to approve of Chef Fred Griesbach being named as the "2014 Friend of Education." Motion carried unanimously.

2014 Wisconsin Association of School Boards (WASB) Resolutions

John Benbow serves as the WASB Board delegate at the annual State Education Convention. Mr. Benbow reviewed the proposed resolutions which will be voted upon at the upcoming January meeting.

Motion by Larry Davis, seconded by Anne Lee to have John Benbow use his own discretion and vote his conscience on behalf of the Board when attending the WASB delegate assembly at the upcoming State Education Convention. Motion carried unanimously.

Implementation of Increase for Custodial, Maintenance, and Computer Technician Employees

Ryan Christianson, Director of Human Resources, explained that the Personnel Services Committee met with the Custodial, Maintenance, and Computer Technician bargaining unit to negotiate a potential increase for the group for the 2013-14 fiscal year. The parties have reached an impasse. The Committee recommends the implementation of a 1% increase effective July 1, 2013.

Motion by John Benbow, seconded by Larry Davis to implement a total base wage increase of 1.0% for the Custodial, Maintenance, and Computer Technician employees for the 2013-14 fiscal year effective July 1, 2013, with distribution to individual employees to be 1.0% above their base year hourly rate. Motion carried unanimously on a roll call vote.

Entry Level Wage Rates for Custodial, Maintenance, and Computer Technician Employees

Mr. Christianson presented proposed entry level wage rates for newly hired employees in the Custodial, Maintenance, and Computer Technician group. There would essentially be two rates – one for the starting wage (which is 95% of the full rate), and the full wage rate which an employee would receive after 180 days. Mr. Christianson also explained that a new position of “Cleaner” has been established. The rates are indicated below:

Position	Ending Rate from Collective Bargaining Agreement Expired 6/30/13	New/Proposed Starting Wage	New/Proposed Wage After 180 Days
Cleaner	<i>New Position</i>	\$14.73	\$15.50
Custodians & Relief Delivery	\$20.57	\$19.74	\$20.78
Head Custodian <i>Elementary East Jr. High WR Area Middle</i> Day Custodian <i>East Jr. High WR Area Middle Lincoln</i>	\$21.10	\$20.24	\$21.31
Head Custodian <i>Lincoln</i> Maintenance	\$21.79	\$20.91	\$22.01
Grounds	\$21.61	\$20.74	\$21.83
Storeroom Manager	\$21.84	\$20.96	\$22.06
Heating Technician	\$23.24	\$22.30	\$23.47
Head Maintenance	\$24.24	\$23.26	\$24.48
Computer Technician	\$24.60	\$23.61	\$24.85

The Board discussed the proposed wage rates.

Motion by Larry Davis, seconded by John Benbow to approve of the entry level wage rates as presented for Custodial, Maintenance, and Computer Technician employees. Motion carried unanimously.

Shift Differential Wage as Supplemental Pay for Custodial and Maintenance Employees

Mr. Christianson provided an explanation of how shift differential pay operated for custodial and maintenance employees under the expired Collective Bargaining Agreement. The Board has discretion to provide shift differential rates as supplemental pay to employees. Mr. Christianson recommended approval of the following proposal concerning shift differential pay for custodial and maintenance employees effective January 3, 2014:

Fifteen (15) cents per hour (same for both second and third shift).

Second and third shift employees are eligible for shift differential as supplemental pay for hours worked between 3:00 p.m. and 6:30 a.m. Shift differential is not applicable to day shift employees whose work is extended into night shift hours.

Shift differential will not be available on days when the Superintendent or the Director of Buildings & Grounds or his/her designee has deemed it prudent or necessary to move a night (second and/or third) shift employee’s work schedule to a day shift (i.e. non-student contact days when night supervision is not required, summer hours, etc.).

Shift differential will not be available to employees who would otherwise be working during the day but have requested and been approved by the Superintendent or the Director of Buildings & Grounds or his/her designee to flex their work day schedule to night shift hours (i.e. a custodian requesting to work second shift during summer hours).

Overtime assignments that occur outside of an employee’s normal work assignment (i.e. a weekend assignment for a school or non-school event) will not include shift differential unless otherwise required by law.

Shift differential will not be paid as compensation for hours not actually worked such as vacation pay, sick leave, funeral leave, holiday pay, etc.

Motion by John Benbow, seconded by Mary Rayome to approve the fifteen (15) cent per hour shift differential as presented as supplemental pay for custodial and maintenance employees, retroactive to January 3, 2014. Motion carried unanimously on a roll call vote.

Open Enrollment Spaces Available for 2014-15 School Year

Trudy DeSimons, Director of Pupil Services, explained that in January of each year school boards must designate the number of open enrollment spaces it will have available for the following school year. Ms. DeSimons provided an overview of Department of Public Instruction (DPI) Form PI-9422 which is sent to a nonresident school district when their denial of an open enrollment application gets appealed to the DPI. The District has historically not limited the number of open enrollment spaces, and has approved nearly all open enrollment applications received. As budgets tighten, limiting the number of open enrollment spaces available becomes more critical and deserves more scrutiny in order to protect the District in a potential appeal, should it become necessary to deny an open enrollment application due to space availability.

Ms. DeSimons explained how she arrived at her calculations and subsequent recommendation to limit the number of open enrollment spaces (including special education caseload limits) available for the 2014-15 school year. Following is a chart defining the spaces available by grade level which are being recommended:

Grade Level	# New Open Enrollment Seats Available	Grade Level	# New Open Enrollment Seats Available
PreKindergarten	30	Sixth	22
Kindergarten	21	Seventh	28
First	22	Eighth	14
Second	32	Ninth	34
Third	21	Tenth	29
Fourth	67	Eleventh	20
Fifth	87	Twelfth	33

Motion by Larry Davis, seconded by Katie Medina to approve the number of open enrollment spaces available for each grade level and special education caseload as presented for the 2014-15 school year. Motion carried unanimously.

Calendar

Calendar items were reviewed.

John Krings adjourned the meeting at 8:00 p.m.