



# 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

March 10, 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, Sandra Hett, Mary Rayome

BOARD MEMBER EXCUSED: Anne Lee

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

MEDIA PRESENT: Tom Louckes – 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:

- “Spread the Word to End the Word” activities sponsored by the Future Teacher’s Club
- A group of solo ensemble students will be moving on to State competition
- Forensic students recently competed at a district level event and are moving on to State competition
- Sophomores and junior students have registered for 2014-15 classes
- Spring sports are beginning the week of March 10th
- Student Council continues to work on the “Hope’s Door” project, a State conference project, and election of new members in April

#### Approval of Minutes

**Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of February 10, 2014. Motion carried unanimously.**

#### Comments from Citizens and Delegations

None.

#### Committee Reports

A. Business Services Committee – March 3, 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 a proposal to increase school breakfast prices to \$1.25 for all grades, and \$1.85 for adults; and increase school lunch prices to \$1.95 for grades K-5, \$2.15 for grades 6-7, \$2.35 for grades 8-12, and \$3.10 for adults, in order to remain in compliance with federal regulations.

BS-2 Approval of a proposal to purchase the mPower software upgrade at a cost of \$9,460.00 to be funded from the Fund 50 budget.

- BS-3 Approval of a proposal to purchase 200 Windows 8.1 Pro licenses from Heartland Business Systems at a cost of \$11,718.00 to be funded from the District Technology budget.
- BS-4 Approval of a proposal to purchase 133 computers from Bytespeed at a cost of \$70,490.00 to be funded from the District Technology budget.
- BS-5 Approval to purchase 30 computers from Bytespeed at a cost of \$18,750.00 to be funded from the Lincoln High School Technology budget and District Technology budget.
- BS-6 Approval of a proposal to renew the District Storage Area Network (SAN) maintenance and support contract from Capital Data at a cost of \$19,325.34 to be funded from the District Technology budget.
- BS-7 Approval to increase the Driver Education fee to \$325.00 per student beginning with the 2014 summer school program.
- BS-8 Approval of the Building and Grounds Supply Bid as listed on the Custodial Supply Bid Summary.

**Motion by John Benbow, seconded by Larry Davis to approve of consent agenda items BS 1-8. Motion carried unanimously on a roll call vote.**

Mr. Benbow explained that two policies brought through for first reading (Board Policy 751.21 – Use of Electronic Surveillance Technology on School Bus and Policy 731.2 – Use of Electronic Surveillance Technology in Public Areas of School Buildings and Property) were tabled after a request was made to add language concerning a procedure for parents of adult students to view a recording, with approval from the adult student.

Mr. Benbow stated that the Committee reviewed invoices for library materials and Virtual School curriculum.

**Motion by John Benbow, seconded by Katie Medina to approve the balance of the regular Business Services Committee report and minutes of the March 3, 2014, Business Services Committee meeting. Motion carried unanimously.**

B. Personnel Services Committee – March 3, 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 requests effective at the end of the 2013-14 school year of Jerrold Klonowski (Technology Education – East Jr. High), Wendy Schwartz (Grade 1 – Howe), and Deborah Kufalk (Counselor – East Jr. High).
- PS-2 Approval of the support staff early retirement request effective at the end of the 2013-14 school year of Patricia Mertz (Head Cook – East Jr. High).
- PS-3 Approval of the professional staff resignation request effective at the end of the 2013-14 school year of Charles David Caldwell (Special Education – Washington).
- PS-4 Approval of the support staff resignation requests of Mary Anderson (Classification Group V – Lincoln), Cynthia Buttke (Secretary – Buildings & Grounds), and Robin Newman (Van Driver – District).
- PS-5 Approval of the support staff appointments of Diane Glaza (Classification Group II – Lincoln), Jennifer Esselman (Classification Group I – Lincoln), Dawn Carlson (Classification Group I – Grove), Jamy Helke (Classification Group II – Mead), and Karrie Benda (Classification Group II – Mead).

**Motion by Sandra Hett, seconded by Mary Rayome 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 March 3, 2014. Motion carried unanimously.**

C. Educational Services Committee – March 3, 2014 – 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 the installation location and logo for the 2-4kW photovoltaic system.

ES-2 Approval of the proposed updates to the Wisconsin Rapids Public School Strategic Plan.

**Motion by Mary Rayome, seconded by John Benbow to approve consent agenda items ES 1-2. Motion carried unanimously.**

Ms. Rayome provided updates and reports on:

Course Options – Kathi Stebbins-Hintz, Director of Instruction, provided an overview of the new “Course Options program. Students enrolled in a public school can take up to two courses at any time from an educational institution. Ms. Hintz indicated there are many outstanding questions regarding this program including how it compares to the “Youth Options” program. This plan will replace part time open enrollment and go into effect with the 2014-15 school year. Ms. Hintz stated that further information will be gathered and a Board policy will be written and brought to the Board for approval.

**Motion by Mary Rayome, seconded by John Benbow to approve the regular Educational Services Committee meeting minutes of March 3, 2014. Motion carried unanimously.**

#### Agenda Referrals/Information Requests

Sandra Hett requested that a review of Board Policy 672 concerning District purchasing procedures occur to determine if any updating and/or streamlining of processes needs to occur.

Ms. Hett also requested information concerning whether any additional classes are planned for the upcoming summer school session at the secondary level, other than remedial coursework.

#### Legislative Agenda

Assembly Representative Scott Krug attended the meeting, and had conversation with the Board concerning the following topics:

- Assembly Bill 617 concerning Common Core State Standards and the creation of a Model Academic Standards Board
- Make-up of members on the Standards Board, and how they are appointed
- Smarter Balanced Assessment testing implementation as it relates to alignment with the Common Core and Teacher Effectiveness initiatives
- Accountability system/School Report Cards for private and public schools
- Ability of legislators to be making key decisions about educational issues, depending upon their background and experiences related to education
- Potential for mandated curriculum and no money from the State to support it
- Concerns regarding outside groups and Political Action Committee dollars influencing decisions related to the Common Core which many districts have spent great time and effort to implement
- Voucher schools/private schools held to same public meetings/records laws that public schools are – transparency and accountability of voucher schools held to same standard
- Responsibility of transportation expenses shifting to private schools accepting public funding
- Separation of church and state where public funding is provided
- Ability for State to support two educational systems
- District concerns regarding continued, on-going budget reductions and challenges year after year
- Retaining/attracting bright educators in light of Act 10 passage
- Lack of staff morale in the ranks of education across the state being driven by the treatment of employees
- State funding formula for education
- Special Education vouchers
- School start date/number of instructional days requirement
- Charter funding for instrumentality schools
- Expansion of voucher schools

The Board thanked Representative Krug for his insight and dialogue at the meeting.

#### Bills

**Motion by Mary Rayome, seconded by Larry Davis to note February, 2014 receipts in the amount of \$7,642,744.89 and approve February, 2014 disbursements in the amount of \$3,207,085.36. Mr. Benbow noted a \$900.00 energy rebate related to a steamer at WRAMS. Motion carried unanimously on a roll call vote.**

New BusinessHealth Retirement Benefits for Professional Staff

Superintendent Dickmann explained that as part of the 2014-15 budget discussions, the administration is reviewing expenses tied to retiree health benefits and potential changes needed as a result of new regulations tied to the Affordable Care Act (ACA). Last month the Board heard about a possible plan where future retirees would begin to be responsible for the full deductible and have no access to the HRA plan. The cost savings by having five retirees begin paying full deductibles (\$2,000/\$4,000) is estimated to be around \$15,300. Alternative options are also being considered in order to maintain sustainability into the future. The ACA will affect what is ultimately recommended. Regulations tied to the ACA continue to be clarified for employers as the new federal requirements are implemented. Some rules have yet to be written, such as the discriminatory testing rules. These rules are anticipated to be released in 2015. The biennium budget is another unknown at this time. There is no way to predict what the funding level for education will be when the next budget passes.

The administration is exploring a potential retiree only, premium only HRA. The plan would include a defined contribution amount that would be available to the employee upon retirement. This is similar to what occurs now, when employees continue to receive the 85% premium amount (frozen at retirement) toward health insurance. The Board would need to approve a set dollar amount for each employee which would go into an account each year upon retiring. Employees would still be required to be vested with 15 years of service and be at a certain age, such as 57, before becoming eligible for the retirement benefit. The Board questioned whether there would be administration costs tied to the plan. Dr. Dickmann clarified that there would be, and an example of the costs might be \$2.00 per employee per month. The rate varies by vendor.

Moving retirees off from the health plan altogether could positively impact premium renewal rates for active employees through better experiential ratings due to lower utilization of the plan. The administration is also investigating what might be done with active employees. An example would be setting aside a certain amount each year in an interest bearing HRA account which would be available to employees to use toward healthcare premiums upon retirement. Dr. Dickmann stated that the current retirement benefit has been maintained as long as possible because the Board has chosen to make decisions that negatively impact staff only when necessary, not just because they can. Exploration into different options continues to determine what plan is fair, sustainable, and will attract and retain employees.

Ryan Christianson, Director of Human Resources, explained that it will become increasingly difficult to retrofit retired employees 4-5 years down the road to plan design changes. The operative terms as health insurance is being reviewed are *flexibility* for the District and employees both, and ensuring ACA *compliance*. The District needs to position itself to be able to make adjustments in the future for both active employees and retirees that keep plans in line with federal regulations.

Dr. Dickmann stated that the administration would like to gauge the Board's interest of the concepts presented, and determine if the Board prefers to have the administration work with vendors to put dollar figures to these concepts. A recommendation would likely come to the Board later in the spring or early summer. The alternative would be to leave the insurance intact for the coming year, although there are many unknowns about what additional changes and requirements are coming out of the Affordable Care Act.

**Motion by Katie Medina, seconded by Larry Davis to continue investigating various insurance concepts as presented at the meeting. Motion carried unanimously.**

Updates Boys & Girls Club Use of Pitsch Facility/Engineering Study to Install Air Conditioning

Mr. Rob Wefel, Executive Director of the Boys & Girls Club, was present to report on club activities and improvements since moving into the space at Pitsch in August, 2013. Programs have been enhanced through the offerings available in morning and afternoon programs, as well as the teen center. The Club has experienced 60% average daily attendance growth since the move, and is working with educational staff from the District to serve 56 participants in personal learning programs.

The Boys & Girls Club has been partnering with other organizations such as the YMCA in order to provide more opportunities for kids. Athletic teams comprised of Boys & Girls Club members have been formed through this partnership to give all students the opportunity to be involved on a team. The Club has worked with the local Job Center to develop an annual "Job Fair" to be hosted at the Pitsch facility to give area teens an opportunity to apply for local employment positions. Working with Solarus, the Club has installed an integrated wireless package throughout the building that provides 1Gb wireless network speed. The Club has expanded the use of technology through the purchase of 20 new iPads for the program, with a plan to expand other areas in technology. Tremendous opportunities have been opened up to the Boys & Girls Club since

moving into Pitsch, many of which cross over into the community and involve area businesses and organizations. Mr. Wefel has received a great deal of positive feedback from the community about the move.

One challenge moving forward is the lack of air conditioning in the facility. While the north and south ends of the building are air conditioned, the east and west corridors are not. Mr. Wefel anticipates a significant drop in summer attendance as a result. Working through Ed Allison, Director of Buildings & Grounds, the Frederickson Engineering firm was contacted to begin conversations about what the cost might be to put air conditioning condensing units into five classrooms. Before any financial investment is made in expanding the air conditioning system, Mr. Wefel wants to be certain that the Board of Education supports it. The preliminary cost for improvements is estimated to be \$5,000 per room, or as much as \$60,000 to get all of the rooms in the facility upgraded. Results from the engineering study would be brought back to the Board in the future for approval. The Boys & Girls Club would assume all costs for such improvements, and understands that they would be giving up any capital improvement purchases made should they choose to leave the Pitsch facility at any time in the future. The Boys & Girls Club plans to raise necessary funding as a special project.

Mr. Wefel thanked the Board and Superintendent Dickmann for their ability to see the potential benefits of entering into the Pitsch agreement with the Boys & Girls Club. He expressed appreciation for the Board's willingness to work together in supporting programs that benefit hundreds of youth throughout the community.

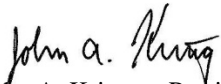
The Board expressed a willingness to tour the Boys & Girls Club at Pitsch in the future. Supt. Dickmann will work with Mr. Wefel to arrange for such a tour. The Board thanked Mr. Wefel for his presentation.

**Motion by Katie Medina, seconded by Sandra Hett to approve of the engineering study as presented to install additional air conditioning at the Pitsch facility.** *Mr. Benbow clarified that the study should be performed in conjunction with the Buildings & Grounds Director and crew.* **Motion carried unanimously.**

#### Calendar

Calendar items were reviewed.

John Krings adjourned the meeting at 7:35 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Sandra K. Hett – Clerk