



AGENDA

Wisconsin Rapids Board of Education
Personnel Services Committee

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

Sandra Hett, Chair
Anne Lee
Mary Rayome
John Krings, President

October 6, 2014

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
Conference Room C

Time: 6:00 p.m.

- I. Call to Order
- II. Public Comment
- III. Actionable Items
 - A. Appointments
 - B. Resignation
 - C. Handbook Review and Approval
- IV. Consent Agenda
- V. Adjournment

The Wisconsin open meetings law requires that the Board, or Board Committee, only take action on subject matter that is noticed on their respective agendas. Persons wishing to place items on the agenda should contact the District Office at 715-424-6701, at least seven working days prior to the meeting date for the item to be considered. The item may be referred to the appropriate committee or placed on the Board agenda as determined by the Superintendent and/or Board President.

With advance notice, efforts will be made to accommodate the needs of persons with disabilities by providing a sign language interpreter or other auxiliary aids, by calling 715-424-6701.

School Board members may attend the above Committee meeting(s) for information gathering purposes. If a quorum of Board members should appear at any of the Committee meetings, a regular School Board meeting may take place for purposes of gathering information on an item listed on one of the Committee agendas. If such a meeting should occur, the date, time, and location of the Board meeting will be that of the particular Committee as listed on the Committee agenda.



BACKGROUND

Wisconsin Rapids Board of Education
Personnel Services Committee

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October 6, 2014

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
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Time: 6:00 p.m.

- I. Call to Order
- II. Public Comment
- III. Actions on Personnel
 - A. Appointments

The administration recommends approval of the following support staff appointments:

- | | |
|-------------------|---|
| Sharon Steinmetz | Location: Grove Elementary School
Position: Noon Duty Aide (1.5 hours/day)
Effective Date: September 2, 2014
Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days) |
| Lynda Broschardt | Location: Mead Elementary School
Position: Noon Duty Aide (1.5 hours/day)
Effective Date: September 2, 2014
Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days) |
| Geraldyn Shudarek | Location: Mead Elementary School
Position: Noon Duty Aide (1.5 hours/day)
Effective Date: September 4, 2014
Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days) |
| Amanda Kempf | Location: Washington Elementary School
Position: Noon Duty Aide (1.5 hours/day)
Effective Date: September 15, 2014
Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days) |
| John Crombie | Location: Lincoln High School
Position: Special Education Aide (7.0 hours/day)
Effective Date: September 2, 2014
Hourly Wage: \$13.74 (starting rate) / \$14.46 (after 60 days) |
| Karrie Benda | Location: Mead Elementary School
Position: Special Education Aide – Early Childhood (7.0 hours/day)
Effective Date: September 2, 2014
Hourly Wage: \$13.74 (starting rate) / \$14.46 (after 60 days) |
| Ker Thao | Location: Howe Elementary School
Position: Noon Duty Aide (1.0 hour/day)
Effective Date: September 5, 2014
Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days) |

Ker Thao	Location: Howe Elementary School Position: Instructional Aide – ELL (4.5 hours/day) Effective Date: September 2, 2014 Hourly Wage: \$13.74 (starting rate) / \$14.46 (after 60 days)
Sher Thao	Location: Wis. Rapids Area Middle School Position: Instructional Aide – ELL (7.0 hours/day) Effective Date: September 2, 2014 Hourly Wage: \$13.74 (starting rate) / \$14.46 (after 60 days)
Melanie Peterschmidt	Location: Lincoln High School Position: Saturday School Aide (3.5 hours – 20 days per school year) Effective Date: September 2, 2014 Hourly Wage: \$14.08
James Alft	Location: Lincoln High School Position: Saturday School Aide (3.5 hours – 20 days per school year) Effective Date: September 2, 2014 Hourly Wage: \$14.08
Jeff Rzentkowski	Location: Grant Elementary School Position: Head Custodian (8.0 hours/day) Effective Date: September 16, 2014 Hourly Wage: \$21.62
Tina Havitz	Location: Mead Elementary School Position: Cashier (1.0 hour/day) Effective Date: September 12, 2014 Hourly Wage: \$10.57 (starting rate) / \$11.13 (after 60 days)
Jessi Billington	Location: Grove Elementary School Position: Noon Duty Aide (1.5 hours/day) Effective Date: September 29, 2014 Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days)
Stephanie Bailey	Location: Lincoln High School Position: Night Custodian – 3 rd Shift (8 hours/day) Effective Date: September 22, 2014 Hourly Wage: \$20.04 (starting rate) / \$21.09 (after 180 days)
Jason Behrend	Location: District Position: Relief Custodian (8 hours/day) Effective Date: September 22, 2014 Hourly Wage: \$20.04 (starting rate) / \$21.09 (after 180 days)
Heather Ulbrich	Location: Grant Elementary School Position: Noon Duty Aide (1.5 hours/day) Effective Date: September 29, 2014 Hourly Wage: \$11.81 (starting rate) / \$12.43 (after 60 days)
B. Resignation	
Jewel Dombek	Location: Grant Elementary School Position: Noon Duty Aide (1.5 hours/day) Effective Date: September 16, 2014 Date of Hire: September 27, 2012

C. Handbook Review and Approval

Regulations under the Affordable Care Act (ACA) restrict eligibility for medical reimbursement under a Flexible Spending Account (FSA) to those employees who are eligible for employer-provided health insurance coverage. In order for an employer's group health insurance plan to be ACA-compliant, employees who are not eligible to enroll in the employer's health plan can no longer be offered the medical reimbursement FSA.

Due to these regulations, the preferred compensation section of all Employee Handbooks is in need of the following revision:

125 Flexible Spending Plan: A Section 125 Flexible Spending Account, also commonly referred to as a Cafeteria Plan, will be made available to ~~all employees~~ employees eligible for the District sponsored Health Insurance Plan. The plan provider(s), and program(s) will be selected and determined by the Board.

The administration recommends approval of the proposed language change regarding the *125 Flexible Spending Plan* found under the "Deferred Compensation" section of the Employee Handbook for all employee groups.

IV. Consent Agenda

Personnel Services Committee members will be asked which agenda items from the Committee meeting will be placed on the consent agenda for the regular Board of Education meeting.

V. Adjournment