



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

April 13, 2015

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

ADMINISTRATION PRESENT: 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

Carissa Vruwink provided updates and reports to the Board on the following topics concerning Lincoln:

- A new Student Board Representative has been selected for the 2015-16 school year. Drake Blossfield will replace Carissa Vruwink, and will be introduced at the May Board of Education meeting.
- National Honor Society candidates are currently being selected.
- Three students recently competed in the French forensics event held in Wausau, Wisconsin and will be advancing to State competition in Milwaukee.
- Track, soccer, baseball, softball, and tennis seasons are underway.
- Advanced Placement (AP) exams are all registered.
- Students are preparing for prom, as well as the upcoming Dodgeball Classic event coming up in May.
- Student Council members will be competing at State later in April.
- DECA students will be competing in an upcoming competition for their organization.
- A blood drive recently took place.

Approval of Minutes

Motion by Mary Rayome, seconded by John Benbow to approve regular Board of Education meeting minutes of March 9, 2015; special open and closed session Board meeting minutes of March 9, 2015; two sets of closed session Board meeting minutes of March 18, 2015; and special open and closed session Board meeting minutes of April 6, 2015. Motion carried unanimously.

Comments from Citizens and Delegations

None.

Committee ReportsA. Business Services Committee – April 6, 2015. Report given by John Benbow.

Mr. Benbow reviewed the following consent agenda item brought before the Board through the Business Services Committee, and asked if there were any motions to be held.

- BS-1 Approval of the proposed 10-Year Capital Improvement Plan as presented.
- BS-2 Approval of the establishment of a Long-term Capital Improvement Trust Fund 46 with an initial deposit of \$25,000.00. (*Mr. Weigand clarified that Fund 46 dollars would come from General Fund 10.*)
- BS-3 Approval of the purchase of a new wireless microphone system and associated components for the Performing Arts Center from Soundworks Systems, Inc. at a cost of \$19,101.68 to be funded through the Community Service Fund 80.

Motion by John Benbow, seconded by Katie Medina to approve consent agenda items BS 1-3. Motion carried unanimously on a roll call vote.

Mr. Benbow provided updates and reports on:

- Purchases from CESA 5 for an annual software contract and from Fueleducation for student curriculum.
- District copy paper purchase from Midland Paper.
- A meeting recently held with Nexus concerning performance contracting. The District will proceed cautiously in this area until more definitive guidelines are provided about whether performance contracting can be used for items such as parking lot maintenance or building security items.

Motion by John Benbow, seconded by Larry Davis to approve the balance of the Business Services Committee report and minutes of the regular April 6, 2015 Business Services Committee meeting. Motion carried unanimously.

B. Personnel Services Committee – April 6, 2015. 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 support staff retirement requests of Christopher Strobe (East – Custodian) and Rae Ann Boston (East – IMC Aide), and the early retirement request of Deb Bohn (Lincoln – Library Aide).
- PS-2 Approval of the professional staff resignation request of Bridget Miller (Washington – Grade 1 Teacher) and Amy Pearl (THINK – Grade 2 Teacher) and the support staff resignation request of Jessi Billington (Grove – Noon Aide).
- PS-3 Approval of Board Policy 345.51 – Graduation Requirements as of 2005 for second reading.
- PS-4 Approval of Board Policy 345.5 – Graduation Requirements for second reading.
- PS-5 Approval of Board Policy 345.51 – Exhibit – Graduation Requirement Flow Chart for second reading.
- PS-6 Approval of Board Policy 420 – School Admissions for second reading.
- PS-7 Approval of Board Policy 343.4 – Course Options Program for second reading.
- PS-8 Approval of Board Policy 412 – Full Time Students for second reading.

Motion by Sandra Hett, seconded by Mary Rayome to approve consent agenda items PS 1-8. Motion carried unanimously.

Committee Reports (continued)

Ms. Hett provided updates and reports on:

- Board Policy 345.52 – Early Graduation was tabled so that the administration can research questions posed by the Committee. Policy 345.52 will be brought back in May with appropriate suggestions for revision, if necessary, and to be approved for second reading.
- Board Policy 420 Rule – Guidelines for Admission of Transfer Students was tabled so that the administration can research questions posed by the Committee. Policy 420 Rule will be brought back in May with appropriate suggestions for revision, if necessary, and to be approved for second reading.
- The Committee reviewed substitute teacher compensation information and discussed possible options for future adjustments. Ms. Hett requested substitute teacher compensation information be gathered from other school districts for review by the Committee in the future.
- The Committee discussed current and potential new practices with the use of supplemental pay for professional staff employees. Discussions included the use of supplemental pay to hire and retain employees in a variety of positions, including high-need and hard-to-fill areas. The potential use of supplemental pay as a means to attract the voluntary transfer of existing employees into high-need, hard-to-fill positions was also discussed. The Committee expressed support in having the administration continue the current practice of exercising the use of supplemental pay with professional staff on a case-by-case basis.

Motion by Sandra Hett, seconded by Anne Lee to approve regular Personnel Services Committee meeting minutes of April 6, 2015. Motion carried unanimously.

C. Educational Services Committee – April 6, 2015. 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 21st Century Community Learning Center grant request for Mead Elementary Charter School in the amount of \$50,000.
- ES-2 Approval of the United Way Before and After School Club Mead grant request for Mead Elementary Charter School in the amount of \$62,000.
- ES-3 Approval of the past practice of granting parent opt-out requests from the Wisconsin Student Assessment System (WSAS) regardless of grade level, and have parents put their requests in writing to the building principal which are then forwarded to the District Assessment Coordinator (DAC).

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

Ms. Lee provided updates and reports on:

WSAS Results

The Wisconsin Senate passed SB 67, the so-called “holiday” or “pause” bill, which would place a one-year hold on School Report Cards and delay for one year the use of assessment results in Educator Effectiveness. A similar bill (AB 78) has not yet been voted on by the Assembly.

Per an e-mail from the Department of Public Instruction (DPI) dated March 24, 2015, School Report Cards will be issued for the 2014-15 school year. This may change in the coming weeks as the Wisconsin Legislature continues to debate issues relating to school accountability.

Educator Effectiveness

Ms. Stebbins-Hintz and District Educator Effectiveness Coaches Tina Miller, Nic Sydorowicz, Melanie Kozlowski, and Cara Christy presented what the coaches and staff have been doing since the beginning of the 2014-15 school year. Wisconsin Rapids Public Schools is recognized in Wisconsin for the favorable work being done with this evaluation process. Committee members thanked the coaches for their work.

Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the April 6, 2015, Educational Services Committee meeting. Motion carried unanimously.

Agenda Referrals/Information Requests

None.

Legislative Agenda

Ms. Rayome provided the following updates which she received from the Wisconsin Association of School Boards:

- Budget listening session continue by legislators.
- Seventy-four school referendum questions were on the recent election ballot in 56 school districts across the state. Thirty-nine questions were for debt issuance, with 23 passing. Thirty-three questions were for exceeding the revenue limit non-recurring, with 25 passing. Two questions were for exceeding the revenue limit with recurring, which passed.
- A representative from Mequon introduced Assembly Bill 144 which would allow some schools to start before September 1. Only schools that have more than 20% participation in Advanced Placement exams would be allowed an exemption. This equates to approximately 32 school districts. The state tourism industry will likely oppose this legislation.
- Senate Majority Leader Scott Fitzgerald stated that fellow Republican senators want to restore much or all of the \$127 million funding cuts to public school funding proposed in year one of Governor Walker’s budget plan. The precise amount will depend on updated revenue projections to be issued in the next few weeks. Rep. Fitzgerald also stated that GOP leaders are committed to increasing K-12 pupil spending in the second year of the budget, but declined to specify how much due to uncertainties about the upcoming revenue estimate. Restoring K-12 cuts may mean there will be less money available to prevent some of the \$300 million in reductions Governor Walker’s budget calls for from the UW system.

Mr. Benbow mentioned that he learned of an upcoming listening session by Rep. Krug and Rep. Vandermeer to be held on April 16th at McMillan Library, there may also be dates set for additional sessions at Vesper and Auburndale.

Ms. Hett mentioned the contrast that exists between the states of Minnesota and Wisconsin in terms of how much Minnesota is investing in public education and the state flourishes, while Wisconsin does just the opposite.

Bills

Motion by Mary Rayome, seconded by John Benbow to note March, 2015 receipts in the amount of \$9,522,090.25 and approve March, 2015 disbursements in the amount of \$3,323,265.72. Motion carried unanimously on a roll call vote.

New BusinessEmployee Appointments and Retirements

Director of Human Resources Ryan Christianson presented the following professional staff resignation request to the Board for approval:

Jennifer Gaska	Location:	THINK Academy
	Position:	Teacher – Special Education (1.0 FTE)
	Effective:	June 5, 2015
	Date of Hire:	August 26, 2014

Motion by Larry Davis, seconded by Katie Medina to approve of the resignation request of Jennifer Gaska effective June 5, 2015. Motion carried unanimously.

Wisconsin Department of Workforce Development Fast Forward Grant

Ms. Stebbins-Hintz explained that the District has been awarded the “Wisconsin Fast Forward Blueprint for Prosperity High School Pupil Workforce Training Grant” in the amount of \$33,555.00. This grant is administered by the Wisconsin Department of Workforce Development through their Youth and At-Risk Populations Section.

The goal of the grant is to provide highly skilled youth apprenticeship opportunities which will include rigorous STEM classes and employment opportunities for students at participating businesses. Specifically, capacity will be expanded in the areas of manufacturing, STEM, and information technology sectors. Students will be selected based upon their career interest, course work, employability skills, and availability. Participating students will obtain *Wisconsin State Youth Apprenticeship Certification* at the completion of their one or two year program.

The grant is based on collaboration between the Wisconsin Rapids Public Schools, Incourage, Mid-State Technical College, and the Business/Education Partnership Initiative. Participating businesses include Pointe Precision, Verso, Ocean Spray, Renaissance Learning, and Mariani Packaging Company.

Funds from the grant will be used for a Youth Engagement Coordinator and Project Lead the Way training.

The administration recommends approval of the Wisconsin Fast Forward Blueprint for Prosperity High School Pupil Workforce Training Grant in the amount of \$33,555.00.

Motion by John Benbow, seconded by Larry Davis to approve of the Wisconsin Fast Forward Blueprint for Prosperity High School Pupil Workforce Training Grant in the amount of \$33,555.00. Motion carried unanimously.

ALICE Training Presentation

Mr. Christianson introduced Kasandra Borchardt, School Resource Officer in the District who works for the Wisconsin Rapids Police Department. Officer Borchardt updated the Board about what law enforcement is seeing in terms of best practice in schools and in public places when it comes to crisis action plan response models. School resource officers and various agencies across Wood County have been communicating with one another about their plans, and how to advance and improve on what is currently in place. The Wisconsin Rapids Police Department is moving toward the endorsement of the same crisis response model (ALICE) currently utilized in Portage County. Having law enforcement agencies train using the same model will strengthen the ability for agencies to respond in similar fashion and coordinate services more effectively. The majority of schools in the WRPS system are covered by the Wisconsin Rapids Police Department; however, THINK Academy and Vesper Community Academy are covered by the Wood County Sheriff's Department. The Wood County Sheriff's Department has provided a tentative commitment to involve officers in the ALICE training. Grant Elementary is covered by the Portage County Sheriff's Department. Officer Borchardt introduced Portage County Sheriff's Deputy/Safety Officer, Megann Nowinsky.

The Portage County Sheriff's Department offers school safety programs to five school districts located in Portage County, including Grant Elementary. Officer Nowinsky explained that the Portage County Sheriff's Department is endorsing the implementation of the ALICE training model in schools located within their jurisdiction. ALICE stands for "Alert, Lockdown, Inform, Counter, Evacuate." ALICE promotes proactive strategies to improve the chances of survival during an active shooter event. Natural human response in crisis scenarios is to fight, flee, or freeze; however, the approach commonly used in schools is simply to lock down. Lives have been saved over the years in active shooter events where building occupants have been empowered to flee or take other actions as an option. The ALICE program is not a step-by-step model, and instead promotes a variety of life-saving options including: run, distract, hide, and fight. The program trains educators to be incident commanders of their classrooms and provides more authority to them to make decisions that could ultimately save lives.

Schools in Portage County are implementing the ALICE model beginning with the 2015-16 school year. Initial trainers attend a two-day session. Training dates have already been established with the school districts involved, and the cost will be \$208 per person. Individuals who are trained then become "trainers" so that the program can be taken back to individual schools. The school training sessions are done in an "in-service" type format, and are completed in a two hour block of time. Portage County law enforcement has committed to having an officer available at each training session to answer questions and address any issues that individual schools might have. Drills and practice are key factors to the program's success.

Officer Borchardt stated that Superintendent Dickmann has expressed an interest in implementing the ALICE program in District schools beginning with the 2015-16 school year. Key staff would initially be trained, and then be able to go back to their respective buildings as trainers to train other staff.

The Board had an opportunity to ask questions concerning the ALICE program, and thanked Officer Borchardt and Officer Nowinsky for their informative presentation.

Network Switching Project

Mr. Phil Bickelhaupt, Director of Technology, was present to explain that an objective in the Strategic Plan is to replace outdated networking infrastructure throughout the District. The project was started in late fall of 2013, and the Technology Department was prepared to move forward with replacing several switches in the summer of 2014. At the same time, another project to update the District server infrastructure and disaster recovery site was occurring. Due to time constraints, the switching project was delayed and rescheduled to occur in the summer of 2015. The delay in the project was advantageous to the District because in July, 2014, the Universal Service

Administrative Company (USAC) and Federal Communications Commission (FCC) rolled out an E-rate Modernization Order shifting dollars from legacy services to infrastructure projects like those being undertaken. The delay allows the District to now utilize those dollars to help offset the District's cost of the project.

Mr. Bickelhaupt presented an "E-rate Switching Project" proposal which would replace all switching infrastructure at the Wisconsin Rapids Area Middle School, East Jr. High, and Lincoln High School. The project would move to all Power over Ethernet (POE), and increase Wireless Access Points (AP) in the buildings. Primary reasons for the upgrades include:

- current switching infrastructure in the three buildings is 8 to 10 years old
- switches are beginning to fail
- switch software is no longer being updated
- need for more POE ports for wireless access points, HVAC, security
- additional speed/bandwidth is needed (1GB to 10GB)

Technology staff has been researching project solutions since December. Companies involved in the process include Hewlett Packard, Cisco Meraki, Juniper, and Extreme Networks.

For the wireless access point solution, a total of 60 access points is being recommended for purchase: 25 at Lincoln, 20 at East, and 15 at Wis. Rapids Area Middle School. The District would continue with Cisco Meraki as the wireless solution, purchasing additional access points from Capital Data at a cost of \$46,594.80. Capital Data's unit cost was slightly higher than Heartland Business Services who quoted \$45,944.40; however, the District has experience working with Capital Data and they are already familiar with District facilities.

The switching recommendation includes purchasing a total of 73 switches – 68 edge switches, and 5 core switches. All new optics and connectors would be installed, and software support and maintenance would be included. When reviewing the vendor proposals received, the Cisco solution is too costly for essentially the same equipment and capabilities. The HP solution is not certified to operate on the type of fiber optic cable currently installed. Juniper offered the best price and capability of equipment with their proposal from AE Business Solutions at a cost of \$168,397.12.

To summarize, the final recommendation includes:

- Cisco Meraki Wireless Access Points from Capital Data at a cost of \$46,594.80
- Juniper Switching from AE Business Solutions at a cost of \$168,397.12

Total cost of project: **\$214,991.92***

**If E-rate funding is approved, the District cost would be \$85,996.77.*

Funding for the project would come from changes in E-rate funding and 2006 Referendum dollars. The balance of referendum dollars available is currently \$963,753.00.

The Board took the opportunity to ask questions concerning the recommendation. The Board expressed appreciation to the administration for the wise use of both technology and curriculum referendum dollars over the years.

Motion by John Benbow, seconded by Larry Davis to approve of the E-rate switching project as presented with funding from 2006 Technology Referendum dollars. Motion carried unanimously on a roll call vote.

Aiphone Video Intercom on Main Entry Doors

Mr. Ed Allison, Director of Buildings & Grounds, was present to describe the on-going safety concern that exists due to main entry doors on school buildings being open to the public throughout the day without clear visibility from the school office. The Buildings & Grounds and Technology Departments have been exploring options to secure and monitor these doors. The administration recommends installing an Aiphone video intercom system at each main entry door. Lincoln and East would each have two additional Aiphone's installed due to the unique needs of these buildings. Visitors would be required to press a button to alert the office and gain entry. The Board questioned how much time secretaries would need to devote to receive visitors through the system. Mr. Allison empathized with how busy the secretarial staff is, and explained that the system will require some of that time to be devoted to the new visitor entrance requirements. The Board would expect parents to receive good communication about the change, as well as

the public. Processes may also need to change in terms of whether parents are allowed to pick up their children at the end of the school day. It was suggested that in the interest of safety, parents may need to instead wait outside the building – these concerns should be considered.

Four vendors were invited to bid on the Aiphone system. Current Technologies came in as the lowest bidder at a cost of \$47,000.00 and is being recommended for installation. Mr. Allison toured another school district where Current Technologies installed the equipment, and that district was pleased with the project outcome. Funding would come from the Buildings & Grounds Department budget.

Motion by John Benbow, seconded by Larry Davis to approve of the proposal to install Aiphone video intercom systems by Current Technologies at 16 doors throughout the District at a cost of \$47,000.00 to be funded by the Buildings & Grounds Department budget. Motion carried unanimously on a roll call vote.

Building Construction Trades Home Selection for 2015-16

Mr. Dan Weigand, Director of Business Services, explained that the Trades Home Committee met on Monday, April 6, 2015 to review 2015-16 Trades Home applications. Members of the Committee include Mr. Weigand; Ronald Rasmussen, Principal of Lincoln; John Benbow, Board Member; and Terry Bores, Building Construction Instructor. After reviewing the applications, the Trades Home Committee recommends approval of the proposal made by Brian and Trisha Svoboda on a lot located on Park Road in Kellner.

Motion by John Benbow, seconded by Mary Rayome to approve of the proposal for construction of a house by the 2015-16 Lincoln High School Building Construction class for Brian and Trisha Svoboda on a lot located on Park Road in Kellner. Motion carried unanimously.

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:29 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk