



# 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

June 8, 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, Katie Medina, Anne Lee, Larry Davis

ADMINISTRATION PRESENT: Colleen Dickmann, Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Ed Allison, Roxanne Filtz, Ronald Rasmussen

MEDIA PRESENT: Travis Plowman – River Cities Community Access

President John Krings called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Roll Call

#### Recognition of District Retirees

President Krings presented special recognition to retiring District employees Kris Joosten, Deb Bohn, RaeAnn Boston, Cindi Borski, and Howard Hintz.

#### Approval of Minutes

**Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of May 11, 2015; and special closed session meeting minutes of May 13, 2015. Motion carried unanimously.**

#### Comments from Citizens and Delegations

None.

#### Committee Reports

A. Business Services Committee – June 1, 2015. Report given by John Benbow.

Mr. Benbow mentioned that the Committee toured the 2014-15 Construction Trades Home prior to the regular June Business Services Committee meeting, and commended the craftsmanship displayed by the Lincoln building construction class under the leadership of teacher Terry Bores.

Mr. Benbow then 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 purchase one dish machine from CTL, Inc., at a cost of \$13,290.00 including installation, with funding from Food Service Fund 50.

- BS-2 Approval of the United States Department of Agriculture (USDA) Equipment Grant for the purchase of one dish machine from CTL, Inc., at a cost of \$10,129.00 including installation, and for the purchase of one convection steamer from Streich Equipment at a cost of \$6,558.00 including installation, with one-third of the funding from Food Service Fund 50.
- BS-3 Approval of 66.03.01 cooperative agreements for students attending the Virtual program from the Nekoosa School District as listed.
- BS-4 Approval of a proposal to purchase 68 computers from Bytespeed Computers at a total cost of \$48,280.00 to be funded from the District Technology Budget.
- BS-5 Approval of a proposal for PBBS Equipment to repair two East Junior High boilers for a total cost of \$43,000.00 to be funded from the Building and Grounds budget.

**Motion by John Benbow, seconded by Larry Davis to approve consent agenda items BS 1-5. Motion carried unanimously on a roll call vote.**

Mr. Benbow provided updates and reports on:

- Purchases from CTL Company for food service equipment and Discovery Education for library media.
- USDA Summer Feeding program held at both Lincoln High School and Mead Elementary Charter School during the summer of 2015.

**Motion by John Benbow, seconded by Katie Medina to approve the balance of the Business Services Committee report and minutes of the regular June 1, 2015 Business Services Committee meeting. Motion carried unanimously.**

B. Personnel Services Committee – June 1, 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 early retirement requests of Bonnie Bahr-Schneider (Special Ed Aide – East) and Susan Akey (Special Ed Aide – Woodside).
- PS-2 Approval of the professional staff resignation requests of Aubrey Sytkowski (Speech & Language – Woodside), Cara Christy (Staff Development/Educator Effectiveness Coach – East), and Mari Peterson (Teacher – East/Lincoln).
- PS-3 Approval of the support staff resignation requests of Ashley Haferman (Secretary – Grant) and Desirae Brittnacher (Special Ed Aide – Woodside).
- PS-4 Approval of the professional staff appointment requests of Christina Mitchell-Leitner (Business Ed – Lincoln) and Nathali Niedorowski (Physical Ed – Lincoln).
- PS-5 Approval of the support staff appointment request of Kirk Schladweiler (Night Custodian – East).
- PS-6 Approval of the summer school food service appointment request of Terry Wunrow.
- PS-7 Approval of the summer technology support appointment request of Andrew Dumitrescu.
- PS-8 Approval of the summer cleaner appointment requests of Erin Olson, Brennan Bauer, and Reed Fredrick.

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

**Motion by Sandra Hett, seconded by Anne Lee to approve regular Personnel Services Committee meeting minutes of June 1, 2015. Motion carried unanimously.**

C. Educational Services Committee – June 1, 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 suggested changes to Board Policy 347 – Rule (1) Guidelines for the Control and Maintenance of Student Records; Board Policy 347 – Rule (2) Student Records Files; Board Policy 347 Exhibit – Request to Disclose Directory Data Information; and Board Policy 491 – Photographing of Students for first reading.
- ES-2 Approval of the secondary English/Language Arts acquisition set out in Attachment G in the amount of \$259,260.99 to be paid for from the District curriculum budget and curriculum referendum dollars.
- ES-3 Approval of updates to the WRPS Co-Curricular Code of Conduct.
- ES-4 Approval of the 2015-16 Carl Perkins Grant in the amount of \$42,528.00.
- ES-5 Approval of modifications to the WRPS Response to Intervention Guide.

**Motion by Anne Lee, seconded by John Benbow to approve consent agenda items ES 1-5. Motion carried unanimously on a roll call vote.**

Ms. Lee provided updates and reports on:

- Julie Marie, Director of Food Services, updated the Committee on the Wellness Committee Implementation/Monitoring Plan and how the four required goals are being met.
- Kathi Stebbins-Hintz, Director of Instruction, shared that the Pause Bill passed and the Department of Public Instruction (DPI) will not produce School and District Report Cards for 2014-15. However, the results from testing in 2014-15 will be published in WISEdash and shared at a future Educational Services Committee meeting.

**Motion by Anne Lee, seconded by Larry Davis to approve the balance of the Educational Services Committee report and minutes of the June 1, 2015, Educational Services Committee meeting. Motion carried unanimously.**

#### Agenda Referrals/Information Requests

None.

#### Legislative Agenda

Ms. Rayome provided the following updates:

- Information recently published in the *Wisconsin State Journal* focused on policies written into the 2015-17 State budget which will affect the future of education, including:
  - subjecting low-performing, large school districts to a state imposed reorganization;
  - lifting the cap on school vouchers;
  - changes how students with disabilities are educated;
  - a new state test to replace the Common Core aligned Badger exam is to be acquired by the DPI which is to assess students in the areas of reading, writing, English, math and science – the DPI has released a request for proposals to secure a new test, however not many test vendors have an exam which tests students in all five subject areas;
  - DPI is also required to request a waiver from the U.S. Department of Education requirements which mandate one test be given to all students in order to provide schools with test options;
  - a mandated civics test would be given to all high school students as a requirement for graduation beginning with the 2016 school year;
  - public school districts would be required to allow home schooled and students attending independent or virtual charter schools and private schools to participate in sports or extra-curricular activities.

The Joint Finance Committee is finishing up its changes to the spending plan before it will be taken up by the Assembly and Senate and then presented to Governor Walker to sign.

Board members discussed the budget proposals and expressed frustration with the lack of support for public education by State legislative representatives, and the manner in which educational policy items are being swept into the State budget without public hearings, and without consideration for the negative impact these items will have on the future of education in Wisconsin.

Bills

**Motion by Mary Rayome, seconded by John Benbow to note May, 2015 receipts in the amount of \$1,958,749.66 and approve May, 2015 disbursements in the amount of \$3,602,950.08. Motion carried unanimously on a roll call vote.**

New BusinessIncreasing Admission Fees at Lincoln Co-Curricular Events

Mr. Ronald Rasmussen, Principal of Lincoln High School, explained that an increase from \$3.00 to \$4.00 in Wisconsin Valley Conference event admission fees is being recommended beginning with the 2015-16 school year. In comparison, the Great Northern Conference charges \$4.00 per event, and some conferences in the state have increased to \$5.00 entry fees. Due to the lack of officials available within our area, officials' pay has been increased each of the last two years in order to attract quality individuals. Mr. Rasmussen anticipates an increased cost of \$2,000.00 to \$3,000.00 in the coming year as a result. Increasing the fee would help mitigate these costs. The Board discussed the recommendation.

**Motion by John Benbow, seconded by Larry Davis to approve raising admission fees to Lincoln co-curricular events from \$3.00 to \$4.00, specifically admission to Wisconsin Valley Conference events. Motion carried unanimously.**

Resolution Authorizing the Issuance and Sale of General Obligation Refunding Bonds

Mr. Daniel Weigand, Director of Business Services, introduced Ms. Michele Wiberg, a representative with PMA Securities, Inc. Ms. Wiberg provided an overview of the District "Moody's Investors Service Report," explaining that the rating from Moody's Investors and the District credit rating directly affects the interest rate that the District receives when borrowing. Moody's has assigned an "A1" rating to WRPS, with the theme of the Moody's report indicating stability and improvement in the District's financial condition, despite continued budget challenges over the years. Ms. Wiberg stated that the decisions made by the Board over the course of the past few years have helped strengthen the District's financial position, which is reflected by the A1 Moody rating.

Ms. Wiberg handed out a refinancing analysis document, reviewing the recommended resolution to refinance \$4,735,000.00 in bonds dated May 15, 2007. The interest rates on the callable maturities range from 4.0% to 4.125%. These maturities can be replaced with new debt with a true interest cost of 2.33%. By replacing the maturities at the lower interest, the annual savings would be approximately \$20,000.00 with a projected total District savings of \$239,495.00 over the remaining life of the issue. This issue would also become pre-payable in 2023, so another opportunity to pre-pay debt would be possible in the future, should the financial environment be conducive to it. The present value savings as a percentage of bonds refinanced is 4.529%, and the Government Finance Officers Association (GFOA) benchmark is a minimum of 3% when making decisions about refinancing debt. The financial market is gaining momentum for interest rates to be rising in the future, so time is of the essence to capture all savings possible.

The Board commended Dr. Dickmann and Mr. Weigand for their leadership in moving the District toward further financial stability.

**Motion by Larry Davis, seconded by John Benbow to approve of a Resolution authorizing the issuance and sale of approximately \$4,755,000.00 General Obligation Refunding Bonds, Series 2015. Motion carried unanimously on a roll call vote.**

Resolution Authorizing the Transfer of Funds, Establishment of an Escrow Account and Defeasance of Debt

Ms. Wiberg from PMA Securities, Inc. stated that a more sound financial position for the District has resulted from past decisions made by the Board to add to reserves and pre-pay debt annually, when possible. A defeasance analysis schedule was provided by Ms. Wiberg as she explained that the refinancing just approved by the Board saves taxpayers money directly since the savings is on debt outside of the revenue limit. The defeasance recommendation is on debt under the revenue limit, allowing future opportunity to have additional space and flexibility under the revenue limit for operational expense. The District has earmarked up to \$1,000,000.00 for the purpose of defeasance, and \$989,000.00 will be spent to defease a portion of the 2012 General Obligation Bonds which would close on June 24, 2015 allowing the amount to be captured for state aid purposes. Overall, District debt service would be reduced by approximately \$1,000,000.00 by spending \$989,996.00 to do it, with a total reduction in the Fund 38 Levy of approximately \$24,344.00 on a net basis.

**Motion by John Benbow, seconded by Larry Davis to approve a Resolution authorizing the transfer of funds, the establishment of an escrow account with respect to and the defeasance of certain of the taxable General Obligation Refunding Bonds dated August 27, 2012. Motion carried unanimously on a roll call vote.**

South Wood County (SWC) Recreation Center, Inc. Lease

Dr. Dickmann explained that the Board has been updated in past meetings about a request by the SWC Rec Center Board to potentially modify the lease in order to allow the sale of beer and wine on the premises in connection with Junior League hockey games and other events not affiliated with school age activities. School age activities would include, but not be limited to, all WIAA events, youth hockey, and figure skating. Proposed language to amend the lease has undergone review by District legal counsel. Language changes were presented to the Board. All other provisions of the February 11, 1991 Lease Agreement would remain in effect. The Board would reserve the right to revoke the alcohol sales permission upon thirty (30) days prior notice to the SWC Rec Board. Dr. Dickmann pointed out Wis. Stat. §125.037 which contains language relative to civil liability exemptions for damage to any person or property caused by the consumption of alcohol beverages. The language pertains to municipalities, which would include the District.

The Board questioned whether or not there would be alcohol stored on-site in between events, and whether it would be locked up.

Dr. Dickmann introduced Mr. James Shewchuk, SWC Rec Center Board Member to address the question. Mr. Shewchuk confirmed that if any alcohol was housed on-site in between events, it would be locked up and not accessible to unauthorized individuals. Mr. Shewchuk went on to explain that any income generated from the sale of alcohol will go back into supporting the rink and the operational costs associated with providing ice time for a variety of community youth programs.

**Motion by Larry Davis, seconded by John Benbow to approve of an amendment to the lease held with South Wood County Recreation Center, Inc. to permit beer and wine sales during events as described in the amendment presented. Motion carried unanimously.**

Employee Resignation and Appointments

Mr. Ryan Christianson, Director of Human Resources, provided the following employee resignation and appointment requests being recommended by the administration:

Resignation

Nancy M. Zygarlicke	Location:	East Jr. High School
	Position:	Special Education Teacher (1.0 FTE)
	Effective:	June 5, 2015
	Date of Hire:	August 28, 2012

Appointments

Thomas Crockett	Location:	Lincoln High School/River Cities High School
	Position:	School Psychologist (1.0 FTE)
	Salary:	\$79,012 (95% of School Psychologist Base Salary)
	Effective:	August 11, 2015

Andy Thao	Location:	District
	Position:	Summer Technology Support (8 hours/day)
	Effective:	June 8, 2015 – August 28, 2015
	Hourly Wage:	\$9.25

**Motion by John Benbow, seconded by Larry Davis to approve of one employee resignation request and two employee appointment requests as presented. Motion carried unanimously.**

2014-15 Wage Increase Settlement for Wisconsin Rapids Education Association (WREA)

Dr. Dickmann explained that after a series of negotiation meetings held with WREA, a 1.46% wage increase settlement has been reached for the 2014-15 contract year with an inverse proportional distribution to employees as agreed upon. President Krings acknowledged the frustration felt by members on the bargaining team who have been forced to negotiate under very different conditions since the passage of Act 10. The Board WREA Salary Committee recommends approval of the agreement.

**Motion by Larry Davis, seconded by John Benbow to approve of a 2014-15 contract year salary increase of 1.46% with an inverse proportional distribution for professional staff employees represented by WREA per the conditions and details outlined in the agreement negotiated with WREA. Motion carried unanimously.**

Entry Level Base Pay Increase for Professional Staff

Dr. Dickmann stated that the current entry level base wage rate for professional staff is set at \$36,500.00. In order to remain competitive and pay entry level professional staff members a living wage, the administration recommends increasing the entry level base wage rate to \$37,500.00. Mr. Christianson explained that it is becoming increasingly challenging to attract and retain new employees.

**Motion by Mary Rayome, seconded by Larry Davis to approve of setting the entry level base wage at \$37,500.00 for professional staff beginning with the 2015-16 school year. Motion carried unanimously.**

Current First Year Teaching Staff Base Pay Rate Increase

Current first year teaching staff who were hired for the 2014-15 school year were hired at a base wage rate of \$36,500.00. In order to keep them ahead of the professional staff that may be hired in 2015-16 at the newly established base wage rate of \$37,500.00, the administration recommends moving all 2014-15 first year teachers hired at the \$36,500.00 base wage to an amount of \$37,500.00 for the start of the 2015-16 school year. These staff members would be subject to increases, if any, negotiated with the WREA employee group for the 2015-16 contract year.

**Motion by Mary Rayome, seconded by John Benbow to approve moving all 2014-15 first year teachers hired at a base wage of \$36,500.00 to an amount of \$37,500.00 for the start of the 2015-16 school year. Motion carried unanimously.**

2014-15 Wage Increase for Non-Represented Employees

Dr. Dickmann stated the administration is recommending a 1.46% increase, retroactive to July 1, 2014 for a number of employee groups that are not represented. The recommended increase was included in the 2014-15 District budget. In particular, this would include the physical therapist, nurses, school psychologists, network support specialist, network manager, and the instructional software support specialist.

**Motion by Larry Davis, seconded by John Benbow to approve of a 1.46% wage increase for non-represented employees including the physical therapist, nurses, school psychologists, network support specialist, network manager, and instructional software support specialist. Motion carried unanimously.**

2014-15 Budget Amendments

Mr. Weigand presented recommended changes to the 2014-15 District budget. He projected what would be spent through the end of June, and aligned the budget with the approved \$2,000,000 to be placed into fund balance which is possible because of the action taken by the Board in recent years to defease debt. Adjustments to various fund accounts were reviewed.

**Motion by Katie Medina, seconded by Larry Davis to approve the recommended amendments to the 2014-15 District budget as presented. Motion carried unanimously.**

2015-16 Budget

Dr. Dickmann reviewed the 2015-16 District budget, including a remaining projected shortfall. A listing of reductions recommended to make up the shortfall was presented as follows:

Shortfall

Declining Enrollment Less Revenue Limit Exemption .....	\$62,711.00
Health Insurance Premium Increase .....	\$568,283.00
WREA Supplemental Pay (Credits).....	\$350,615.00
Transportation Increase.....	\$29,088.00
Per Pupil Categorical Aide.....	\$771,000.00

**Total Shortfall..... \$1,781,697.00**

Reductions

Move Special Education Program (EC/BBLC to Pitsch).....	\$12,200.00
Snow Day Transportation .....	\$17,000.00
Retirements/Resignations .....	\$676,901.00
Reduced Costs – OPEB .....	\$438,500.00
HRA Savings .....	\$600,000.00

**Total Reductions..... \$1,744,601.00**

Dr. Dickmann explained that the actual change in the revenue limit is \$984,000.00. However, because of declining enrollment, this amount was reduced to \$62,711.00 when the Declining Enrollment Less Revenue Limit Exemption gets applied. Eventually, when declining enrollment stops, these dollars will need to be cut. By working closely with our health insurance carrier to reduce the renewal rate for 2015-16, the health insurance cost came in much lower than the anticipated \$1.5 million increase. The Board took action at a previous meeting to approve this lower renewal increase. Other items accounted for include supplemental pay and credits, a negotiated transportation increase, and the per pupil categorical aide, which may go away. The \$1.7 million shortfall could have been much greater if the insurance renewal increase wouldn't have come in at a lower rate.

In terms of reductions, the Early Childhood program will be moved from Building Blocks Learning Center to the Pitsch facility for 2015-16 to produce a projected savings of \$12,200.00. Programmatic changes are occurring with the 4K program as well with the Lots of Tots director retiring. Building Blocks will continue to operate the 4K Lots of Tots program out of the Pitsch facility, along with the 3-year old program previously operated by Lots of Tots.

The single snow day called in 2014-15 saved the District approximately \$17,000.00. Staff retirements and resignations fluctuate from year to year, but a savings of \$676,901.00 is anticipated for 2015-16 in this area. Changes to the OPEB plan should net a savings of \$438,500.00. When combined with the anticipated HRA savings of \$600,000.00 the final amount in reductions being made is \$1,744,601.00.

The remainder needing to be cut after reductions are subtracted from the shortfall is \$37,096.00. The administration continues to work on identifying ways to meet this amount. It is possible that the amount could come from the budgeted credit reimbursement area if this entire amount does not get utilized. No staff raises are accounted for in the shortfall as presented. If the per pupil categorical aide amount of \$771,000.00 were to be restored, wage increases could potentially be considered in the next budget year.

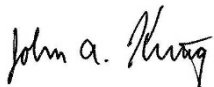
Mr. Weigand presented the 2015-16 proposed District budget in written form which would be published prior to the upcoming budget hearing scheduled on June 29, 2015 at 6:00 p.m.

**Motion by John Benbow, seconded by Larry Davis to approve the proposed budget reductions to make up for the projected deficit, and to publish the 2015-16 District budget as presented. Motion carried unanimously.**

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 7:19 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk