

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

August 3, 2015

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

Time: 5:30 p.m.

Committee Members Present: Sandra Hett, Anne Lee, and Mary Rayome

Administration Present: Ryan Christianson, Glenn Haupt, and Colleen Dickmann

I. Call to Order

Committee Chair, Sandra Hett called the meeting to order at 5:30 p.m.

II. Public Comment

There was no public comment.

- III. Actionable Items
 - A. Resignations

PS – 1 A motion was made by Mary Rayome and seconded by Anne Lee to recommend approval of the following resignations:

Professional Staff:

Heather Friday	Location: Position:	Vesper Community Academy Grade 5
Criste Greening	Location: Position:	East Junior High School Special Education
Support Staff:		
Kelly Reinicke	Location: Position:	WRAMS Library Aide
Ellen Frye	Location: Position:	Lincoln High School Special Education Aide

Motion carried unanimously.

B. Appointments

PS – 2 A motion by Anne Lee and seconded by Mary Rayome to recommend approval of the following appointments:

Professional Staff:

James L	ynch
---------	------

East Junior High School Cross-Categorical (LD/ED)

Mitchell Wolding	Location: Position:	Grant Elementary School Physical Education
Stefanie Drake	Location: Position:	Lincoln High School Cross- Categorical (EBD)
Malorie Baker	Location: Position:	Washington Elementary School Grade 3
Support Staff:		
Tammy Holberg	Location: Position:	Lincoln High School Receptionist/Secretary to Associate Principal(s)

Motion carried unanimously.

IV. Updates and Reports

A. Substitute Teacher Compensation

The Committee discussed proposed changes to substitute teacher compensation, including the elimination of the current two-tiered daily rate system and a recommendation from administration for a 2015-16 wage increase for substitute teachers. A single tier system at a new rate of \$110 per day was recommended. The Committee was open to the concept of the single tier system, but raised concern about elevating the daily rate to \$110 without more information. Committee members identified the District as historically paying a higher daily rate than other area school districts and requested more information on what other local districts are planning to pay substitute teachers for a daily rate in the 2015-16 school year.

A bonus pay option for substitute teachers, which would be designed to provide substitute teachers an incentive to work a greater number of Mondays and Fridays, was also discussed for potential implementation in the 2015-16 school year.

The Committee took no action on either item, but asked to have substitute teacher compensation added to the September Personnel Services Committee agenda for further consideration and possible action.

B. Supplemental Pay for Technology Education Teachers

PS – 3 A motion by Mary Rayome and seconded by Anne Lee to approve a supplemental pay increase of \$5,000 for Adam Klonowski, Jeremy Radtke, and Ethan Schooley, effective with the 2015-16 school year.

Motion carried unanimously.

C. Exempt Status for School District Nurses

PS – 4 A motion by Anne Lee and seconded by Mary Rayome to approve a change in the employment status of school district nurses to designate school nurses as exempt employees with an annual salary of \$40,500 for a term of 192 days within the school district fiscal year, effective with the 2015-16 school year.

Motion carried unanimously.

V. Policy Review and Approval

PS – 5 A motion by Mary Rayome and seconded by Anne Lee to approve Policy 411 - Student Non-Discrimination and Anti-Harassment Policy for second reading with edits discussed in Committee.

Motion carried unanimously.

PS – 6 A motion by by Anne Lee and seconded by Mary Rayome to approve Policy 411 Exhibit 1 - Complaint Form for second reading.

Motion carried unanimously.

PS – 7 A motion by Mary Rayome and seconded by Anne Lee to approve Policy 411.5 - Bullying for second reading with edits discussed in Committee.

Motion carried unanimously.

PS – 8 A motion by by Anne Lee and seconded by Mary Rayome to approve Policy 511 - Non-Discrimination and Equal Employment Opportunity for second reading.

Motion carried unanimously.

PS – 9 A motion by Mary Rayome and seconded by Anne Lee to approve Policy 511.5 - Employee Anti-Harassment for second reading with edits discussed in Committee.

Motion carried unanimously.

PS – 10 A motion by Anne Lee and seconded by Mary Rayome to approve Policy 511.5 Exhibit 1 - Employee Harassment Complaint Form for second reading.

Motion carried unanimously.

PS – 11 A motion by Mary Rayome and seconded by Anne Lee to approve Policy 347 Rule(1) - Guidelines for the Control and Maintenance of Student Records for second reading with edits discussed in Committee.

Motion carried unanimously.

VI. Consent Agenda

Motions:

- PS 1 Staff Resignations
- PS 2 Staff Appointments
- PS 3 Supplemental Pay for Technology Education Teachers
- PS 4 Exempt Status for School District Nurses
- PS 5 411 Student Non-Discrimination and Anti-Harassment Policy, second reading
- PS 6 411 Exhibit 1 Complaint Form, second reading
- PS 7 411.5 Bullying, second reading
- PS 8 511 Non-Discrimination and Equal Employment Opportunity, second reading
- PS 9 511.5 Employee Anti-Harassment, second reading
- PS 10 511.5 Exhibit 1 Employee Harassment Complaint Form, second reading
- PS 11 347 Rule(1) Guidelines for the Control and Maintenance of Student Records, second reading
- VII. Adjournment

Ms. Hett adjourned the meeting at 6:45 p.m.