



# 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

September 14, 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, Anne Lee, Larry Davis, Katie Medina

ADMINISTRATION PRESENT: Colleen Dickmann, Daniel Weigand, Kathi Stebbins-Hintz, Ryan Christianson, Glenn Haupt, Phillip 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’s Report

Drake Blossfield reported on the following:

- Lincoln High School (LHS) students are adjusting to the trimester schedule, which is getting mixed reviews.
- The LHS homecoming football game is scheduled for Friday, September 18 with numerous activities leading up to it including spirit week, the “Powder Puff” and “Powder Buff” games, a Coronation assembly on Friday and to end the week, the annual Homecoming Dance will be held on Saturday.
- The girls swim team took 3<sup>rd</sup> place out of 12 at Appleton recently.
- The girls tennis season has begun.
- DECA Raider cards are on sale now.
- Girls volleyball will be challenging SPASH on Saturday, September 19.

#### Approval of Minutes

**Motion by Mary Rayome, seconded by Larry Davis to approve regular Board of Education meeting minutes of August 10, 2015, and special open and closed session minutes of August 10, 2015. Motion carried unanimously.**

#### Comments from Citizens and Delegations

Pam Lila commented on concerns she had with the handling of a situation involving her daughter.

#### Committee Reports

A. Business Services Committee – September 8, 2015. 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 66.03.01 cooperative agreements for the students attending the Virtual program from the school districts as listed, and the 66.03.01 cooperative agreement for the student enrolling out to Nekoosa.
- BS-2 Approval of a formal disallowance of the Bryan Hume claim.
- BS-3 Approval of a proposal for the purchase of a circulating pump from Dakota Supply Group for \$8,276.32 and the installation by Eron and Gee for \$10,515.00.
- BS-4 Approval of a proposal for the replacement of the East Junior High backup generator by Econ at a cost of \$41,950.00. *Mr. Benbow noted that the Committee Background information incorrectly listed Econ's proposal at \$52,000 and Kohler's proposal at \$41,950 – Econ's proposal was actually \$41,950 and it wasn't Kohler's quote but rather Current Technologies which came in at \$52,000.*

**Motion by John Benbow, seconded by Larry Davis to approve consent agenda items BS 1-4. Motion carried unanimously on a roll call vote.**

Mr. Benbow provided updates and reports on:

- Purchases from Odysseyware for Virtual school curriculum and from Tighe Roofing for storm damage roof repairs.
- Status of repairs to school roofs damaged in a hail storm on July 24, 2014.
- Utility usage and snow removal costs for 2014-15.

**Motion by John Benbow, seconded by Larry Davis to approve the balance of the Business Services Committee report and minutes of the regular September 8, 2015 Business Services Committee meeting. Motion carried unanimously.**

B. Personnel Services Committee – September 8, 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 professional staff resignation requests of Elizabeth Areco (Kindergarten/Grade 1 – THINK), Heather Erickson (F/CE – Lincoln/East), and Karen Mengel (CD – WRAMS). *Ms. Hett noted that all liquidated damages have been paid by the resigning employees.*
- PS-2 Approval of the support staff resignation requests of Carmen Richardson (Special Ed Aide – THINK), Vicki Maciejewski (Noon Aide – Grant), Jacqueline Woodard (Supervision Aide/Faculty Clerk – East), Margaret Czaikowski (Special Ed Aide – Grove), Dawn Thoms (Native American Program Liaison – District).
- PS-3 Approval of the professional staff appointments of Katie Hoffman (Cross-Categorical LD/ED Teacher – East), Brittany Lee (Cognitive Disabilities Teacher – WRAMS), Jennifer Smihal (Kindergarten/Grade 1 – THINK), Valerie DeVries-Polman (F/CS – Lincoln/East).
- PS-4 Approval of the support staff appointments of Lynnette Kopetsky (Library Aide – Lincoln), Kristin Ashenberg (Library Aide – East), Anne Corcoran (Library Aide – WRAMS), Cheryl Hanneman (Special Ed Aide – Lincoln), Mary Armitage (Instructional Aide – East), Traci Henriksen (Special Ed Aide – East), Maxwell King (Special Ed Aide – Lincoln), Amanda Mrozek (Noon/Instructional Aide – THINK), Crystal Glodoski (Special Ed Aide – Grove), Robin Jacobson (Noon Aide – Grant).
- PS-5 Approval of changes to the Substitute Teacher Compensation model as follows:
- effective with the 2015-16 school year, the current two-tiered daily rate substitute pay system will be eliminated and replaced with a single daily substitute rate of \$106 per day
  - a new one-time per year bonus compensation system will be implemented, and will be payable at the end of each school year in June

Bonus Compensation System

If a substitute teacher works 20 Fridays, or 20 Mondays in a school year, the following bonus payment will apply:

- a bonus will consist of an amount of \$15 for each Friday worked by a substitute teacher when 20 or more Fridays have been worked during the school year, ending at the time of the bonus payment
- the same system will apply for 20 Mondays – the bonus will consist of an amount of \$15 for each Monday worked by a substitute teacher when 20 or more Mondays have been worked during the school year, ending at the time of the bonus payment

**Motion by Sandra Hett, seconded by Anne Lee to approve consent agenda items PS 1-5. Motion carried unanimously on a roll call vote.**

**Motion by Sandra Hett, seconded by Mary Rayome to approve regular Personnel Services Committee meeting minutes of September 8, 2015. Motion carried unanimously.**

**Motion by Sandra Hett, seconded by Mary Rayome to approve special open and closed session Personnel Services Committee meeting minutes of August 11, 2015. Motion carried unanimously.**

C. Educational Services Committee – September 8, 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 for River Cities High School (RCHS) to apply to become an associate member school in the Wisconsin Interscholastic Athletic Association (WIAA).

**Motion by Anne Lee, seconded by John Benbow to approve consent agenda item ES 1. Motion carried unanimously.**

Ms. Lee provided updates and reports on:

- Seclusion and Restraint – Glenn Haupt, Director of Pupil Services, reported that the number of incidences and students involved last year versus the year before has been reduced by about half.
- Elementary Report Card – The District Assessment Committee and elementary grade level teachers began revising the 4K-5 report card to reflect standards and assessments set out in the elementary curriculum in May and June. A template of the progress report was shared with the Committee. Ms. Stebbins-Hintz stated that not only will parents receive the three progress reports, but teachers will continue to host parent teacher conferences and a portfolio night. Work on the progress report will continue and the hope is it will be brought to the CII, Educational Services Committee, and full Board of Education for approval in November.
- Grades 6-9 Scheduling Committee – Since January of 2015, a group of teachers and administrators from Wisconsin Rapids Area Middle School (WRAMS) and East Junior High School (EJH) have been meeting to discuss moving to a trimester schedule to align with the high school and elementary schools. Staff will continue to provide input through the CII Sub-Committee process and their buildings. A proposal may be presented to the CII and Educational Services Committee in November or December.
- Gifted and Talented (GATES) Staffing – The Gifted and Talented Educational Services (GATES) coordinator will be split from a 1.0 FTE into two positions for the 2015-16 school year. Tina Wallner will assume elementary GATES responsibilities and Kelly Bluell will be a .5 FTE secondary GATES coordinator. Ms. Wallner previously worked with the GATES program. Ms. Bluell will also teach .5 FTE.
- WRPS Website – Phil Bickelhaupt, Director of Technology, previewed the new website and highlighted some of the features. He also presented the on-line verification process. The Technology Department hopes to roll out the new site by October 1, 2015.
- Educator Effectiveness and Professional Development – During the 2014-15 school year, teachers were evaluated using the Educator Effectiveness process, including the Danielson Framework for teaching. Data on how WRPS teachers scored was shared. Ronald Rasmussen, Principal of Lincoln High School, and Melanie Kozlowski, Educator Effectiveness Coach, shared how this data will be used at LHS to determine professional development initiatives and begin a comprehensive peer coaching program.
- Student Achievement Guarantee in Educate (SAGE) and Achievement Gap Reduction (AGR) – Wisconsin Act 53 prohibits the Department of Public Instruction (DPI) from renewing five-year SAGE contracts that

expired on June 30, 2015 or any year thereafter. Beginning with the 2016-17 school year, AGR will replace SAGE for all school districts. WRPS opted to enter AGR beginning with the 2015-16 school year. The District already provides tutoring and professional coaching, which are the two strategies that determine AGR eligibility. The District will continue to work to maintain class sizes originally required by SAGE. However, under AGR, if a class size increases to 19 or 20, AGR does not require the hiring of an additional teacher. The District will evaluate AGR at the end of the year when reporting to DPI is required.

**Motion by Anne Lee, seconded by John Benbow to approve the balance of the Educational Services Committee report and minutes of the September 8, 2015, Educational Services Committee meeting. Motion carried unanimously.**

Agenda Referrals/Information Requests

None.

Legislative Agenda

Ms. Rayome shared the following information:

- Assembly Bill 269 prohibits a local government from providing health care benefits to any employee hired on or after January 1, 2016, for use upon the employee's retirement, unless the cost of the benefit is fully funded in a segregated account.
- Senate Bill 217 would allow a school board member to serve as a volunteer coach or extracurricular activity supervisor.
- Senate Bill 244 would allow the school board president of a common, union high or unified school district to appoint a person to fill a vacancy on the school board if the remaining school board members do not fill the vacancy within 60 days of the date on which the vacancy first occurs.
- The Department of Public Instruction (DPI) has selected a new statewide assessment to replace the *Badger Exam*. The new *Wisconsin Forward Exam* from Data Recognition Corporation (DRC), a Minnesota-based testing company with a Wisconsin office, is expected to be shorter and less costly than the *Badger Exam* that students took this spring for the first and last time. It will be administered online, and according to the DPI, Wisconsin educators will be involved in test item development and review over the course of the contract. Students will take the exam in spring, 2016 and will include English language arts and mathematics in grades 3-8, and science in grades 4, 8, and 10.
- The Assembly Speaker's Task Force on Youth Workforce Readiness held its first meeting on September 10 at the State Capitol. The task force heard invited testimony from the Department of Workforce Development, Department of Public Instruction, the Wisconsin Technical College System, the Beloit School District, the Wisconsin Board for People with Developmental Disabilities, and Wisconsin Manufacturers & Commerce among others. The presenters gave overviews of current programs and initiatives aimed at youth employment in their respective organizations. A common theme from the hearing is that great programs are available, but more efforts need to be made to build awareness of this programming and state resources are necessary to support efforts in this area. The second hearing is scheduled for September 29 in Wausau at North Central Technical College.

Mr. Benbow mentioned that Senate Bill 227 was unanimously recommended for passage by the bipartisan membership of the Senate Revenue, Financial Institutions, and Rural Issues Committee. The bill changes state law so school districts, other local governments, and nonprofit organizations don't have to buy the building materials themselves in order to get the state sales tax exemption. Construction contractors would be able to purchase the building materials tax exempt.

Mr. Benbow also updated the Board on the Assembly Speaker's Task Force on Urban Education which will be focusing on five topics: teacher recruitment/retention/training; mental health/behavior/truancy; education alternatives: technology for virtual/online learning, charters, choice; closing the achievement gap; and early childhood education/alternative schools. Upcoming meetings are being held in Madison, Kenosha/Racine, Green Bay, Eau Claire, and Milwaukee.

Bills

**Motion by Mary Rayome, seconded by John Benbow to note August, 2015 receipts in the amount of \$6,742,182.60 and approve August, 2015 disbursements in the amount of \$2,360,383.08. Motion carried unanimously on a roll call vote.**

New Business

Employee Resignation and Appointments

None.

Tentative Agreement with Custodial and Maintenance AFSMCE Local 1075

Ryan Christianson, Director of Human Resources, explained that negotiation sessions were recently held with the Custodial and Maintenance bargaining unit. A tentative agreement for the CPI wage increase of 1.62% was reached, and is being recommended for approval by the Board.

**Motion by Larry Davis, seconded by Mary Rayome to approve of the tentative agreement reached with the AFSCME Local 1075 Custodial and Maintenance employees for a 1.62% wage increase. Motion carried unanimously on a roll call vote.**

Food Service Employee Wage Increase

Mr. Christianson explained that the food service employees are no longer organized as a union, so no formal discussions concerning an increase have occurred with this group. However, Mr. Christianson did attend a professional development meeting hosted by the Director of Food Services at the beginning of the school year in order to connect the with food service employees and explain what the administration is considering for an increase, based upon the status of the 2015-16 budget. The administration believes it is appropriate to offer a similar wage increase of 1.62% for the food service employee group, and would recommend approval of this increase by the Board.

**Motion by Mary Rayome, seconded by Anne Lee to approve of a wage increase of 1.62% effective July 1, 2015 for food service employees. Motion carried unanimously on a roll call vote.**

Calendar

Calendar items were reviewed.

President Krings adjourned the meeting at 6:36 p.m.

  
John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk