



Wisconsin Rapids Board of Education
Personnel Services Committee

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

AGENDA

Troy Bier, Chair
Kathi Stebbins-Hintz
Elizabeth St. Myers
John Krings, President

July 1, 2024

Location: Board of Education, 510 Peach Street, Wisconsin Rapids, WI
Conference Room A/B

Time: Immediately following the Educational Services Committee meeting, but not before 6:15 p.m.

I. Call to Order

II. Public Comment

Persons who wish to address members of the Committee may make a statement pertaining to a specific agenda item. The Committee Chair will establish limits for speakers due to time constraints. Comments made by the public shall be civil in content and tone. Speakers bear the personal risk if comments made are defamatory, slanderous, or otherwise harmful to another individual. Please keep in mind that this is a Committee meeting of the Board open to the public, and not a public hearing.

III. Actionable Items

- A. Appointments
- B. Resignations
- C. Board Policy Review
- D. Playworks Recess Managers
- E. Reframing Behavior Facilitator
- F. Employee Wage Compensation Consideration

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 however, no deliberation or action will be taken by other Committees or the full Board of Education.



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BACKGROUND

Troy Bier, Chair
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Elizabeth St. Myers
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July 1, 2024

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Conference Room A/B

Time: Immediately following the Educational Services Committee meeting, but not before 6:15 p.m.

- I. Call to Order
- II. Public Comment
- III. Actionable Items
 - A. Appointments

The administration recommends approval of the following professional staff appointments:

Matthew Gates	Location:	Woodside Elementary
	Position:	Teacher – Counselor (1.0 FTE)
	Education:	Master’s – UW River Falls – May 2018 Bachelor’s – UW Stout – May 2015
	Major/Minor:	School Counseling, Psychology
	Salary:	\$53,500
Alyssa Haas	Location:	Howe Elementary
	Position:	Teacher – Speech & Language (1.0 FTE)
	Education:	Master’s – UW Stevens Point – May 2013 Bachelor’s – UW Madison – December 2010
	Major/Minor:	Speech-Language Pathology, Communicative Disorders
	Salary:	\$60,500

The administration recommends approval of the following support staff appointments:

Chani Pulchinski	Location:	District
	Position:	Custodian (Relief) (8.0 hrs/day)
	Effective Date:	June 17, 2024
	Hourly Rate:	\$24.59 (starting rate) / \$25.88 (after six months)
Jennifer Schudy	Location:	Lincoln High School
	Position:	Faculty Clerk (7.25 hrs/day)
	Effective Date:	September 3, 2024
	Hourly Rate:	\$17.13 (starting rate) / \$18.03 (after 60 days)
Trent Gastonguay	Location:	Lincoln High School
	Position:	Custodian (8.0 hrs/day)
	Effective Date:	June 17, 2024
	Hourly Rate:	\$25.88

Drew Glinski	Location:	Lincoln High School
	Position:	Special Education Aide (7.0 hrs/day)
	Effective Date:	September 3, 2024
	Hourly Rate:	\$17.13 (starting rate) / \$18.03 (after 60 days)
Kristin Hager	Location:	Grove Elementary
	Position:	Administrative Assistant to Principal (7.5 hrs/day)
	Effective Date:	August 7, 2025
	Hourly Rate:	\$17.88 (starting rate) / \$18.82 (after 60 days)
Aferdita Mehmedi-Muslija	Location:	Lincoln High School
	Position:	Special Education Aide (7.0 hrs/day)
	Effective Date:	September 3, 2024
	Hourly Rate:	\$17.13 (starting rate) / \$18.03 (after 60 days)

The administration recommends approval following youth apprenticeship/work experience support staff appointments:

Jordyn Harriman	Location:	District:
	Position:	Youth Apprenticeship - PAC
	Effective Date:	August 1, 2024
	Hourly Rate:	\$12.30
Leah Balthazor	Location:	District:
	Position:	Youth Apprenticeship - PAC
	Effective Date:	August 1, 2024
	Hourly Rate:	\$12.30

B. Resignations

The administration recommends approval of the following professional staff resignations:

Samantha Messner	Location:	Pitsch Early Learning
	Position:	Teacher – Early Childhood (1.0 FTE)
	Effective Date:	June 12, 2024
	Date of Hire:	August 27, 2019
Genesis Cratsenberg	Location:	Howe Elementary
	Position:	Teacher – Speech & Language (1.0 FTE)
	Effective Date:	June 13, 2024
	Date of Hire:	August 28, 2007
Lisa Derfus	Location:	Washington Elementary
	Position:	Teacher – SEF (1.0 FTE)
	Effective Date:	June 15, 2024
	Date of Hire:	August 29, 2022

The administration recommends approval of the following support staff resignations:

Bonnie Olson	Location:	Woodside Elementary
	Position:	Kitchen Helper (5.0 hrs/day)
	Effective Date:	June 10, 2024
	Date of Hire:	August 24, 2020
Trina Wolosek	Location:	Central Oaks Academy
	Position:	Instructional 4K Aide (6.5 hrs/Fridays)
	Effective Date:	June 25, 2024
	Date of Hire:	September 24, 2021

C. Board Policy Review

Board Policy 345.5 - Graduation Requirements, Second Reading

This policy was reviewed and approved for first reading at the regular Educational Services Committee meeting in June 2024. The administration recommends approval of Board Policy 345.5 - Graduation Requirements for second reading. (*Attachment A*)

D. Playworks Recess Managers

The Playworks Recess Manager program will be implemented at each elementary school during the 2024-2025 school year. The Recess Manager positions are essential to the successful implementation and sustainability of our partnership with Playworks. These positions will serve as the primary liaison with the Playworks program, ensuring effective communication and coordination between the program and between our schools. These individuals will be responsible for managing the day-to-day operations of the program, including but not limited to: recruiting junior coaches, scheduling junior coaches for recess shifts to ensure adequate coverage and support, assisting in the implementation of recess strategies and focusing on the program's daily components to maximize its impact, regularly assessing the effectiveness of the program during recess and soliciting feedback from recess staff and junior coaches to make necessary adjustments for the benefit of our students, serving as a point of contact for any inquiries or concerns related to the Playworks program, and collaborating with building principals and other Recess Managers to develop a system to sustain the program in the future.

The administration recommends a \$500 stipend for each Playworks Recess Manager be paid out of the Stronger Connections Grant.

E. Behavior Facilitator

Crisis Prevention Institute (CPI) Reframing Behaviors Professional Development platform will be implemented at every school during the 2024-2025 school year. CPI will train one person from each building to serve as the Reframing Behavior Facilitator. The facilitator will go through a one-day training and will introduce and provide professional development training to the staff. Facilitators will be the primary point of contact for any questions or issues.

The administration recommends a \$500 stipend for each Reframing Behavior Facilitator paid out of CCEIS Funds.

F. Employee Wage Compensation Consideration

Discussion and possible action on a 2024-2025 employee wage increase for the following employee groups: Psychologists, Athletic Director, Assistant Athletic Director, Food Production Coordinator, Food Services, School Nurses, Computer Technicians, PAC Director, PAC Assistant Coordinator, Network Manager, Systems Manager, Instructional Software Support, Confidential Secretaries, Van Drivers, Custodial and Maintenance, AV Coordinator, and Office/Clerical and Aide Support Staff.

The administration recommends the approval of a 4.12 percent increase to the positions listed above effective July 1, 2024.

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

345.5 GRADUATION REQUIREMENTS

In order to be eligible for a high school diploma from the Wisconsin Rapids Public School District, students must meet the following graduation requirements:

1. Students must earn 24 credits to graduate from Lincoln High School, and 21.5 credits to graduate from River Cities High School in grades 9-12. Students who have completed goals on the IEP or Section 504 Plan, completed individual English as a Second Language goals, completed goals on a Differentiated Plan through the Gifted and Talented program, or completed the requirements of the High School Equivalency Diploma (HSED) at River Cities High School, may also be awarded a diploma.

2. In order to graduate from Wisconsin Rapids Public Schools, a student must earn the following credits in grades 9-12:

English	4.0 credits
Mathematics	3.0 credits
Science	3.0 credits
Social Studies.....	3.0 credits
Physical Education.....	1.5 credits
Health.....	.5 credits
IT Fundamentals I.....	.5 credits (beginning with the class of 2018)
Financial Literacy.....	.5 credits
Electives - Lincoln	8.5 credits (8.0 beginning with the class of 2018)
Electives - River Cities.....	6.0 credits (5.5 beginning with the class of 2018)

3. In order to graduate from Wisconsin Rapids Public Schools, a student must take and pass the “Civics Exam” comprised of questions that are identical to questions that may be asked of an individual applying for U.S. Citizenship by the United States Citizenship and Immigration Services. A statement shall be included in the Individualized Education Plan (IEP) of students with disabilities stating whether or not they will take the test, and if necessary, take the test with accommodations. If a student’s IEP includes a statement that it is not appropriate to administer the Civics Exam to the student, the completion of the Civics Exam is not a condition of graduation for that student.
4. Students transferring from non-accredited schools must attend the full senior year in Wisconsin Rapids Public Schools in order to obtain a diploma.
5. Students will be enrolled in a class or participating in an activity approved by the School Board during each class period of each day unless the pupil is enrolled in an alternative education program as defined by Wis. Stat. 115.28(7)(e)(1), or has exhibited a high level of maturity and personal responsibility referenced in Wis. Stat. 118.33(1)(b) and as determined by building procedures.
6. Exceptions to these requirements are outlined below:
 - a. Students may be eligible for early graduation in accordance with Board Policy 345.52.
 - b. Students transferring from another school system who have completed four or more semesters of course work and have made normal progress toward graduation will have their credit requirements determined by the high school principal and counseling staff. All other such transfer students will meet regular District credit requirements.
 - c. Students transferring into the District from a home-based private educational program may be eligible for a high school diploma if they have met the District credit requirements, and have successfully completed at least their full senior year in Wisconsin Rapids Public Schools.
 - d. The high school principal may determine eligibility for a diploma for students who have demonstrated a level of proficiency in required credited subjects (Wisc. Stat. 118.33(d)(2)).
7. The high school principal shall be responsible for ensuring that students meet the requirements necessary for high school graduation. Decisions related to requirements, graduation, or participation in the graduation ceremony is the responsibility of the high school principal. Accommodations may be made for students with exceptional educational interests, needs or requirements in accordance with established guidelines.

8. Participation in the graduation ceremony is a privilege. Students must comply with the established building procedures to participate. Students and their parents/guardians shall be kept informed of the students' graduation status at regularly scheduled intervals.
9. Any appeal of the decision made not to award a diploma would be made to the Superintendent of Schools.
10. The Superintendent (or his/her designee) shall be responsible for the general supervision and management of the graduation of students under this policy.

The Superintendent (or his/her designee) shall develop, review, and recommend policies so that the schools of the District can help prepare students to satisfy the criteria in this policy and otherwise implement this policy.

The Superintendent (or his/her designee) shall develop practices and procedures to inform students and parents/guardians of the policy requirements and to inform students and parents/guardians of the academic progress of students.
11. The School District of Wisconsin Rapids does not discriminate on the basis of gender, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, transgender status, gender identity, ~~gender expression~~, or physical, mental, emotional or learning disability ~~or handicap~~ or any other characteristic protected under State or Federal civil rights laws.

Legal References:

Wisconsin Statutes:		Administrative Code	
115.28	Alternative Education Program	PI8	School District Standards
115.77(bg)	Children with Disabilities	PI9	Pupil Nondiscrimination
115.915	School Age Parent	PI11	Children With Disabilities
115.97	Bilingual-bicultural Education Programs	PI13	Limited English Proficient Pupils
118.15	Compulsory School Attendance	PI18	High School Graduation Standards
118.153	Children At-Risk	PI19	Education for School Age Parents
118.30	Pupil Assessment	PI25	Children At-Risk Plans and Program
118.33	High School <u>Graduation</u> Standards: Criteria for Promotion	PI40	Youth Options Programs <u>Early College Credit Program</u>
118.35	Gifted & Talented Programs		
120.12(22)	Advanced Placement Examinations		
121.02	School District Standards		

CROSS REFERENCES: 345.52 – Early Graduation
420 Rule – Guidelines for Transfer Students

APPROVED: July 9, 2001

REVISED: November 11, 2002
January, 2004
April 13, 2015
November 14, 2016
TBD