

School District of Rhinelander
Board of Education

Regular Monthly Meeting
Monday, December 17, 2018

BOARD MEETING UPDATE

The regular monthly meeting of the Board of Education was called to order on Monday, December 17, 2018 at 6:00 p.m. in the Superior Diesel Advanced Learning Center of Rhinelander High School; located at 665 Coolidge Avenue, Rhinelander, WI.

Ronald Counter, Board President, led the Pledge of Allegiance.

Roll Call

Board Members Present: Judy Conlin, Mary Peterson, Mike Roberts (arrived at 6:45 p.m. for closed session), David Holperin, Dennis O'Brien, Duane Frey, Ann Munninghoff Eshelman and Ron Counter

Board Members Absent: Benjamin Roskoskey

Approximately 10 guests were present for this meeting, as well as Superintendent Kelli Jacobi, Eileen Persike of the North Star Journal and Kayla Thomason of the Northwoods River News.

Declaration of Public Notice

President Counter indicated that the 'Declaration of Public Notice' was printed with the meeting agenda. This notice identifies the public places at which the meeting agenda was posted and/or shared.

School Board Professional Development

There was no professional development topic for this meeting

Report Topics

President's Report

President Counter had nothing to report.

Vice-President's Report

Vice-President Conlin had nothing to report.

Superintendent's Report

Superintendent Jacobi shared the following message received from Hodag School Foundation (HSF):

"We are excited to report the Hodag Schools Foundation has been working with Dr. Lee Swank regarding the largest private donation ever to the Foundation and the School District. Dr. Swank's overall gift/pledge of \$500,000 will be reviewed at the January School Board meeting with a formal press release and contract. We wanted to provide the great news tonight to thank Dr. Swank and the foundation while providing a positive and exciting tone for the Christmas break and near future to hopefully gather more support and donations. The gift is being directed towards construction of facilities to help lengthen shortened seasons potentially including an indoor multipurpose facility, so kids and the community can utilize a year-round space, especially during inclement weather - again we are looking at all options for cost improvements and what is the best usage of space and will follow up in January."

Rhinelander Education Association (REA) Report

Shari Wendland, representative, invited the school board to the Northwoods Community Elementary School (NCES) Family Night being held on Wednesday, December 19th at the school, and invited them to the annual Cribbage Tournament being held at the school on Friday, December 21st. Ms. Wendland also reported that REA members helped with the phone banks during the referendum process, and staff members will have an opportunity to be involved in "Science of Happiness" and "Teaching Hacks" training.

Student Representative Report - Rhinelander High School

Ben Kubisiak, Student Council Representative, reported that the Council is once again hosting the "Angel Tree" and is sponsoring an "Ugly Sweater Day" and a holiday party this last week of school. The Council is reviewing its constitution and will be holding a student open forum at which students can share ideas and voice concerns.

Committee Reports

Instruction and Accountability Committee

Judy Conlin, Committee Chair, reported that the Committee met on Monday, December 10th and recommended school board approval of new courses for Rhinelander High School, recommended that the school board allow high school math credits to qualifying students at James Williams Middle School, and hire an additional school counselor for Rhinelander High School.

Operations and Strategic Planning Committee

David Holperin, Committee Member, reported that the committee did not meet in December.

Employee Relations Committee

Committee Chair Duane Frey reported that the committee met just prior to this school board meeting and recommended Board approval of changes to Appendix A of the Co-Curricular Activities Pay Schedule and changes to the professional employee's handbooks regarding leaves/absences, and approval of the proposed 2019-2020 school year calendar.

Capital Projects Ad Hoc Committee

David Holperin, Committee Member, reported that the committee did not meet.

CESA 9 Report

Mr. Holperin, the Board's representative to the CESA 9 Board of Control, reported that the Board met on December 5th and were given a presentation on the *Working on the Work* (WOW) program, an initiative designed to improve academic outcomes for students. The Board also held its usual business meeting.

Oneida/Vilas School Supt.-Board Report

Superintendent Jacobi reported that the Oneida/Vilas group has not recently met.

Citizens/Delegations

No citizens/delegations wished to address the Board.

Action and/or Discussion Topics

Meeting Minutes

The minutes of the November 19, 2018 regular monthly meeting and the minutes of the November 26, 2018 special meeting/retreat were approved.

Payment of August Payment Claims and Services

The November 2018 payment of claims in the amount of \$828,772.25 and the November 2018 payment of contracted services in the amount of \$1,035,795.12 were approved as printed.

Gift/Donation Acceptance

The following gifts/donations were accepted with sincere appreciation:

- Donations given to help defer the cost of travel to competitions and other trips of the Rhinelander High School FBLA/DECA program members:
 - \$50 from Highland Lakes Dental Center, Inc. of Rhinelander
 - \$250 from Rhinelander Lions Club of Rhinelander
- Donations given to help defer the Rhinelander High School Dance Team's travel costs to National competition:
 - \$100 from Drews Dental, LLC of Rhinelander
 - \$100 from Ripco Credit Union of Rhinelander
 - \$100 from Alison French, French's Homestead Veterinary Care of Rhinelander
 - \$20 From Melvin Davidson of Rhinelander
 - \$20 from John O'Melia of Rhinelander
 - \$20 from Denim & Leather Exchange of Rhinelander
 - \$25 from Clear lake Management LLC of Rhinelander
 - \$25 from J & B Automotive Repair, Inc. of Rhinelander
 - \$25 from Pleasure Point Group, Inc./Culver's of Rhinelander
 - \$50 from CT's Deli of Rhinelander
 - \$50 from Rhinelander Rotary Club, Rhinelander
 - \$50 from Friendship House Family Restaurant of Rhinelander
 - \$250 from Oneida County Tavern League Foundation

- Tree Cookies (cross sections/rings of a tree), value unknown, from Adam and Krista Matyska of Harshaw, WI to be used at the Cedric A Vig Outdoor Classroom for student projects
- Food items, valued at \$105, from Linda Goldsworthy of Three Lakes, WI.; provided to the Rhinelander High School Band Parent Organization for the concessions at the Great Northern Conference Honors Festival at which 150+ musicians were in attendance
- \$100 from Wal-Mart of Rhinelander; provided to Northwoods Community Elementary School to purchase items for the school's open house family night being held on December 20, 2018.
- Hand-knit hats, mittens, and scarves, valued at \$150, from Mary Thorton and the Sisters of the Church of Jesus Christ of Latter-Day Saints, Rhinelander to be given to Pelican Elementary School students as needed
- Treasure box of incentives, valued at \$150, from the Military Support Group of Rhinelander, to be used as positive behavior incentives at Pelican Elementary School
- \$2,800 from the Rhinelander Community Foundation through a donor directed gift to be used for the needs of the Fab Lab at Rhinelander High School

2018-19 Depository Banking Services

Due to the cancellation of the December Operations and Strategic Planning Committee meeting, Administration requested that the school board consider approval of the 2018-19 depository/banking services institutions proposal without a recommendation from Committee. The following list represents the financial institutions with which the district and its schools maintain checking accounts and/or investment accounts.

- Associated Bank, Rhinelander
- Local Government Investment Pool (LGIP), Madison
- Wisconsin School District Liquid Asset Fund (WSDLAF)
- Peoples State Bank, Rhinelander
- BMO Harris Bank, Rhinelander

The majority of the district's investments are with Associated Bank, Rhinelander as this banking facility pledged the securities to insure the district's investments. State aid payments and other payments from the Department of Public Instruction are made directly via 'Electronic Funds Transfer' into the district's account with the LGIP, but are transferred to the Associated Bank account as soon as possible. LGIP no longer insures the principal invested.

The Board approved the depository and banking services as proposed, and authorized the Director of Business Services to invest, deposit, and withdraw funds in the institutions or their successors and the district bookkeeper to deposit and withdraw funds in the institutions or their successors with my approval or the approval of the Director of Business Services or the Superintendent of Schools.

Rhinelander High School Courses and Credits at James Williams Middle School

The following new course proposals for the high school and a proposal to award high school credits for middle school math were approved as recommended by the Instruction and Accountability Committee:

Art

Course Name: Ceramics III -- In Ceramics III, students will continue to develop their clay manipulating skills using a variety of techniques. Art appreciation, art history, and art criticism will be a part of this course as the work is discussed and studied from various potters.

Prerequisite: Students must have previously taken Ceramics I and II

Grades: 10, 11, 12

High School Credit: 0.5 Elective Credit

Course Length: Semester

Technical Education

Course Name: Dream It, Design It, Create It 2 -- This second level Fab Lab course is designed as an opportunity to use the tools, knowledge, and experience gained in Dream It (DI), Design It (DI), and Create It (CI). Students will work closely with local businesses and groups to problem-solve, design, and create solutions to solve an identified need.

Prerequisite: Dream It, Design It, Create It

Grades: 11, 12

High School Credit: 0.5 Elective Credit

Course Length: Semester

Music

Course Name: RHS Concert Chorale (*NOTE: Committee recommended a change in this course title to "Concert Choir I"*)-- This choral program is designed to provide an atmosphere for the enjoyment, appreciation, and performance of all types of choral music.

Prerequisite: One Year of Concert Choir and Director's Approval

Grades: 11, 12

High School Credit: 1.0 Elective Credit

Course Length: Year

Course Name: RHS Treble Choir (*NOTE: Committee recommended a change in this course title to "Concert Choir II"*)-- This course is designed to provide an atmosphere for the enjoyment, appreciation, and performance of all types of choral music.

Prerequisite: N/A

Grades: 9, 10

High School Credit: 1.0 Elective Credit

Course Length: Year

Science

Course Name: Earth and Space Science -- This is a one-year or two-semester 9th grade course which offers insight into the environment on earth and the earth's environment in space. This is the first science class for students in a beginning math class.

Prerequisite: N/A

Grades: 9

High School Credit: 1.0 Science Credit

Course Length: Year

Elective

Course Name: Leadership Development -- This is a course where students learn the character traits of a leader and how to lead effectively.

Prerequisite: N/A

Grades: 9, 10, 11, 12

High School Credit: 0.5 Elective Credit

Course Length: Semester

Math

Course Name: College Mathematics (1080410700) -- This course is designed to review and develop fundamental concepts of mathematics pertinent to the areas of arithmetic and algebra, geometry and trigonometry, probability and statistics. Special emphasis is placed on problem solving, critical thinking and logical reasoning, making connections, and using calculators.

Prerequisite: Algebra 1

Grades: 10, 11, 12

Dual Enrollment: Transcribed Credit

High School Credit: 1 Math Credit

Course Length: Year

Course Name: Mathematical Reasoning (1080413400) -- This activity-based approach is used to explore numerical relationships, graphs, proportional relationships, algebraic reasoning, and problem solving using linear, exponential and other mathematical models.

Prerequisite: Algebra 1

Grades: 10, 11, 12

Dual Enrollment: Transcribed Credit

High School Credit: 1 Math Credit

Course Length: Year

Course Name: Consumer Mathematics A -- This course is designed to provide students with a comprehensive study of many types of consumer decisions. Topics can include earning wages, deductions, taxes and insurance, recreation, and spending.

Prerequisite: N/A

Grades: 9, 10, 11, 12

High School Credit: 0.5 Math Credit

Course Length: Semester

Course Name: Consumer Mathematics B -- This course is designed to provide students with a comprehensive study of many types of consumer decisions. Topics include earning, personal finances, budgeting, banking and investing, credit, automobile expenses, housing taxes, and insurance.

Grades: 9, 10, 11, 12

High School Credit: 0.5 Math Credit

Course Length: Semester

Course Name: Algebra I Extended -- This course is designed to develop the student's arithmetic and algebraic skills necessary for problem solving and advanced mathematics study. Instead of working with constant numeric quantities in arithmetic, Algebra I Extended deals with variables.

Prerequisite: N/A

Grades: 9, 10, 11, 12

High School Credit: 1 Math credit, 1 Elective Credit (for the extended time period)

Course Length: Year

High School Math Credit Awarded at the Middle School

James Williams Middle School (JWMS) currently offers students the opportunity to take up to two high school level math courses while enrolled at the middle school, i.e. Algebra 1 and Geometry. Currently, students who take either of those two courses have the opportunity to earn one (1) elective credit for each course they take and pass while enrolled at the middle school. The secondary principals and middle school staff have proposed this be changed so students would be able to earn one (1) mathematics credit for either Algebra 1 or Geometry if taken and passed in 8th grade. If a student takes a high school course in 7th grade, it would remain as an elective credit.

The change in how credits are awarded would be added to the middle school course descriptions and noted in the school's parent/student handbook. The change would become effective for the 2019-2020 school year.

Hire of an Additional Counselor at the High School

The Board accepted the recommendation by the Instruction and Accountability Committee and approved the hire of a full-time equivalent counselor at Rhinelander High School for the 2019-2020 school year; with that person to work part-time during the 2018-2019 school year to lay the foundation for the American College Testing (ACT), Academic and Career Planning (ACP), and Youth Apprenticeship (YA) programs. The concerns with the success of the ACT, ACP, and YA programs had been discussed at the committee meeting and are provided below. Funding for the additional staff member would be accomplished by building the YA program. The high school would be eligible to receive up to \$1,000 for every student involved in the program. Through student data gathered, there is the possibility of having as many as 60 YA positions next year, which would bring in \$60,000. This has potential to increase in subsequent years with a successful and well-monitored program.

Academic and Career Planning (ACP)

ACP has been approached through a variety of ways. Three years ago, a counselor was assigned with the task of writing the ACP program and rolling out its implementation. That counselor accomplished what was needed, but with her reassignment in the district this year and the loss of a counselor through retirement at the end of last school year, the duties have had to be distributed between all school counselors. Due to the ACP requirements and the counselors' already full schedules, this arrangement has also proved to lack the time and commitment necessary to properly carry out the program.

Youth Apprenticeship (YA)

With the district determined to build and sustain a strong YA program, it is necessary to have a staff member that will be able to accomplish all the aspects for a successful program. With the hire of an additional counselor, one counselor would be able to work with area employers, set up visits, monitor the programming, and help to nurture the school/employer relationship. Local businesses and industries have already reached out to the district in an effort to share their concerns of a projected shortage of skilled workers. They are ready and willing to work with the district to find solutions for the Rhinelander area.

American College Testing (ACT)

In 2017-18, during homeroom time, high school teachers used the 'Method Test Prep' to prepare students for the ACT. Although this helped to better reach students on a universal level, teachers struggled to provide them with the quality of lessons necessary to adequately prepare them for the test. With the hire of an additional counselor, one of the counselors would be responsible for preparing students for the ACT, which in return would provide the district with higher achievement scores.

2019 State Education Convention WI Association of School Boards Recommended Delegate Assembly Resolutions

Each year at the state convention, delegates from WI school boards are provided with proposed resolutions that will be presented to the Delegate Assembly. During the 2019 state convention, the Delegate Assembly will meet to vote on the resolutions on Wednesday, January 23rd. Board Member Duane Frey will represent the Board as the appointed delegate to the WASB Delegate Assembly and if Mr. Frey cannot attend, Board Vice-President Judy Conlin will represent the board as its alternate delegate.

The board members reviewed the resolutions, shared their thoughts pertaining to the resolutions, and authorized Mr. Frey or Judy Conlin to vote on the proposed resolutions as directed by and on behalf of the school board. All resolutions can be obtained by contacting the WI Association of School Boards at <https://wasb.org> or the Superintendent's office at (715) 365-9750.

Changes to Appendix A, Co-Curricular Activities Pay Schedule, of the Professional Employee Handbooks

Pursuant to the recommendation of the Employee Relations Committee, the Board approved the following changes to Appendix A of the professional employee handbooks:

- The FBLA/DECA (Future Business Leaders of America/Distributive Education Clubs of America) and FCCLA (Family, Career and Community Leaders of America) coaches, as well as the HOSA (Health Occupations Students of America) coach, are paid through the Carl Perkins Grant funds and it is possible that these funds may not be available in the future, so these positions will no longer be included in the Appendix at this time.
- Robotics Club Coach is funded through the Community Education Program, so that will now be stated in the appendix.
- Strength and Conditioning Coach pay will be moved to the high school's head coach pay schedule since this position is funded through the high school's co-curricular activities budget.

Changes to the Professional Employees' Handbooks - Leave/Absences

The changes to the professional staff handbooks regarding leave/absences, as indicated below, were approved pursuant to the recommendation of the Employee Relations Committee.

Emergency Leave

- Changed to clarify that emergency leave will be deducted from the employee's sick leave
Deleted since this language is part of the Family and Medical Leave Act (FMLA) and does not need to be included in the handbook since the district follows the FMLA requirements

Disability Leave

- Language deleted since it is part of FMLA requirements, which the district follows when a staff member is on leave for disability.
- Clarifies that the statement refers to disability leave and changes the number of months that an employee is allowed for disability leave - from 24 months to 12 months. (NOTE: The district is under no obligation to hold a position for 24 months. Since it is hard to replace an employee for a long period of time, the change to 12 months of disability leave is recommended.)
- Clarifying that while an employee is on disability leave, COBRA will be offered when FMLA is exhausted
- Leave of Absence

This section has been deleted. It is difficult to keep professional staff positions open for long periods of time and to find suitable replacements on a long-term basis. Staff will have life, health and dental insurance benefits available at their expense while they are on extended leave.

The changes follow processes currently provided to professional employees and follow all FMLA requirements. The professional employee handbooks are available on the District's website or by contacting the Human Resources Office at (715) 365-9700, ext. 5734.

2019-2020 School Year Calendar

The 2019-2020 school year calendar was approved as proposed. The calendar had been reviewed by Superintendent Jacobi, Director of Instruction Teri Maney, Director of Special Education-Pupil Services Maggie Peterson, and Director of Business Services Marta Kwiatkowski, as well as by all school principals, Shari Wendland, Rhinelander Education Association representative, and Co-Curricular Activities Director Brian Paulson. The calendar represents the required number of student and professional staff days.

With the approval, for the 2019-20 school year, all staff will start school on Monday, August 26, 2019, with all students attending their first day on Tuesday, September 3, 2019. The school year will end for senior (grade 12) students on Friday, May 29, 2020, with graduation scheduled for Sunday, May 31st. All other students will have their last day of school on Thursday, June 4, 2020; with June 5th being the last day for those professional staff under the 188-day contract. Summer school will be held June 8 through July 3, 2020.

The Board entered closed session at 6:45 p.m. to consider the hire of a professional staff member and to consider histories and/or disciplinary data of specific persons.