

School District of Rhinelander
Board of Education

BOARD MEETING UPDATE

Regular Monthly Meeting
Monday, June 18, 2018

The regular monthly meeting of the Board of Education was called to order on Monday, June 18, 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, David Holperin, Dennis O'Brien, Duane Frey, Ann Munninghoff Eshelman, Benjamin Roskoskey, and Ron Counter

Board Members Absent: Mike Roberts

Approximately ten guests were present for this meeting, as well as Superintendent Kelli Jacobi and Jamie Taylor of the Northwoods River News.

Declaration of Public Notice

The 'Declaration of Public Notice' was printed on the meeting agenda. This notice identifies the public places at which the meeting agenda was posted and/or shared.

School Board Professional Development

Mr. Justin Cieslewicz, Manager-Aspirus Business Health, and Ashley Seiler, Aspirus Nurse Practitioner (NP), were introduced by Marta Kwiatkowski, Director of Business Services. Ms. Seiler is the NP who works at the Aspirus-School District of Rhinelander clinic. She and Mr. Cieslewicz shared their personal backgrounds and provided the Board with an overview of the medical services offered to employees at the clinic and data pertaining to the clinic visits by employees and their family members and the services they have been provided since the opening of the clinic in 2014. Along with medical care, the clinic also offers counseling services by Steven Kuhn, Licensed Professional Counselor. The clinic services are at no cost to employees and their family members, as well as to retired employees, if they are under the District's insurance coverage.

Ms. Kwiatkowski also introduced Dr. Joseph Bradley, Chiropractor. Dr. Bradley also shared his personal background and reported that he is also available to serve employees and retired employees covered under the District's insurance with muscular-skeletal and soft tissue treatments. The services provided to employees and their family members through the clinic and Dr. Bradley are paid for through the District's insurance carrier. With the clinic and Dr. Bradley available to individuals, illnesses and injuries are treated at a minor level and the incidence of major treatments and increased costs is reduced.

Report Topics

President's Report

President Counter informed the Board that he had attended the active shooter training held on Wednesday, June 13th for community members. He was pleased to see approximately 15 District staff members also in attendance.

Vice-President's Report

Vice-President Conlin had nothing to report.

Superintendent's Report

Superintendent Jacobi shared a publication distributed by the WI Association of School Boards, which related to the adoption of "equity in education" policies. Pursuant to the requirements of the federal 'Every Student Succeeds Act', to ensure that all children receive a high-quality education and to close the achievement gap between children who are successful in meeting the state academic standards and those children who are not, school districts are expected to identify children who may be at risk of academic failure, provide educational assistance to those children needing help in meeting the standards, and identify and implement instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning.

With regard to the federal requirements for equity in education, Superintendent Jacobi referred to a letter that has been addressed and mailed to school board members (and copied to others) by an anonymous primary grade level parent group in which the group states dissatisfaction with the notice received from the schools informing parents that they will no longer be

able to request a specific teacher for their child or request that their child not be in the same classroom as another child. Superintendent Jacobi explained that there are some teachers within the schools who, by parent or a teachers' request, have had only the most successful students in their classrooms each year; leaving other teachers with those students who struggle to meet the state standards or students who have behavioral or special needs concerns. She indicated that this must change in an effort to meet the federal requirements to promote educational equity amongst all students, and to provide the necessary educational services that all student need to be successful. In an effort to accomplish this task, primary level building principals, administrators, Title I staff, Special Education staff, and other identified staff will continue to meet to review the achievement level of each student enrolled at the primary level schools. By reviewing student success and student needs, and considering educational equity, classrooms will include students who qualify for free/reduced lunch status, have special needs, have behavioral issues, and who have little or no trouble meeting the educational standards and are successful academically as well as socially. Gender equity in each classroom will also be addressed.

Superintendent Jacobi also reported that the topic of the development of softball fields has been discussed in the community with community members concerned as to where the funding for this project will come from. She indicated that it is important to inform the community that funding will come from donations. No District funds will cover the softball field costs, other than the cost of the initial conceptual drawings which will be considered for approval by the school board at this meeting.

Student Representative Report

Ben Kubisiak, Student Council Representative, was not able to be present at this meeting, but prior to the meeting, he shared the following report topics with President Counter:

- > The Olympics were held by the high school classes at the end of the school year - they were fun and successful
- > Student Council held its annual "bonding" event at the CAVOC for next school year's event planning
- > Freshman students have been provided information relating to Student Council and how they can get involved
- > As a fund-raiser, Student Council will once again provide showers at the high school for Hodag Fest visitors

Professional Staff Report

As an exercise in sharing and communication, Shari Wendland, Professional Staff Representative, had the Board members share a picture of something that was of importance to them and then express what the picture meant to them. After the exercise, Shari, Mary Rudis, School Social Worker, and Carrie Braunreiter, Crescent Elementary School Teacher, provided the Board with a report on Non-Violent Crisis Intervention (NVC). They reported that staff are trained in NVC so they are better equipped with strategies for safely defusing anxious, hostile, or violent behavior at the earliest possible stage. With the training staff are better able to

- identify behaviors that could lead to a crisis;
- effectively respond to each behavior to prevent the situation from escalating;
- use verbal and nonverbal techniques to defuse hostile behavior and resolve a crisis before it can become violent;
- know when it is necessary to physically intervene;
- assess the physical and psychological well-being of those involved in a crisis; and
- maintain rapport with the acting-out individual.

Committee Reports

Instruction and Accountability Committee

Judy Conlin, Committee Chair, reported that the Committee met on June 11th and received an update on the grading scale at the secondary level. Prior to the implementation of Universal Design for Learning (UDL), there were inconsistent grading measurement methods, which varied from teacher to teacher even if they were teaching in the same content areas. With proper training and a clear understanding of the grading scales, consistency of grading throughout the subject areas has been implemented. UDL will continue in units of study and common assessments, and data analysis of the results will continue to be developed, as well as student generated assessment practices. Staff will utilize the FLEX schedule to offer intervention as needed, and common planning time to review student progress will be scheduled by staff so that data informed instructional decisions can be developed. Students will be given a better understanding of the grading process and what is expected of them for success in their studies, and grade level team meetings will be centered around student achievement and "troubleshooting" so that barriers for student success are eliminated. For those students having difficulty succeeding in the classroom setting, alternative strategies and options will be offered.

Operations and Strategic Planning Committee

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

Employee Relations Committee

Committee Chair Duane Frey reported that the Committee has not met.

Capital Projects Ad Hoc Committee

Mr. Holperin reported that the Committee met on June 4th and recommended approval of the conceptual drawings for the development of the softball fields.

CESA 9 Report

CESA 9 Board of Control Representative Duane Frey reported that the Board of Control met for its last meeting of the year. He thanked David Holperin for accepting the role of the school board's representative on the CESA 9 Board of Control for the next school year.

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 May 21, 2018 regular monthly meeting were approved.

Payment of March Payment Claims and Services

The Board approved the May 2018 payment of claims in the amount of \$1,109,400.97 and the May 2018 payment of contracted services in the amount of \$824,745.35 as printed.

Gift/Donation Acceptance

The following gifts/donations were accepted with sincere appreciation:

- History Books and Teacher Resources, valued at \$2,000.00 from Kurt Grinde of Middleton, WI
- Donations were given to help defer the travel costs of students attending the high school FBLA (Future Business Leaders of America) national competition
 - ◇ \$50 from Boyd Financial Services LLC of Rhinelander
 - ◇ \$75 from Driscoll Property Management and Home Improvement of Rhinelander
 - ◇ \$100 from CoVantage Credit Union of Rhinelander
 - ◇ \$100 from Farmer's Insurance of Rhinelander
 - ◇ \$100 from Musson Bros., Inc. of Rhinelander
- Donations were given to help defer the travel costs of students attending the National History Day national competition being held in Maryland during June 2018
 - ◇ \$10 from Mickey Jensen (address unknown)
 - ◇ \$20 from Highland Lakes Dental Center of Rhinelander
 - ◇ \$25 from John and Kathy Riopel of Rhinelander
 - ◇ \$30 from David and Susan Laulainen of Rhinelander
 - ◇ \$50 from Dr. Paul Wegehaupt and Kristin Hill of Rhinelander
 - ◇ \$50 from Dr. Walter and Donna Gager of Rhinelander
 - ◇ \$50 from Mary Peterson of Rhinelander
 - ◇ \$50 from Boyd Financial Services of Rhinelander
 - ◇ \$75 from David and Julie Holperin of Rhinelander
 - ◇ \$200 from French's Homestead Veterinary Clinic of Rhinelander
 - ◇ \$500 from Rhinelander Womans Club of Rhinelander

Second Reading and Adoption of New Policy "Alternative Education Program"

At the May 21st regular monthly school board meeting, the first reading of new policy "Alternative Education Program" was approved. This policy was developed pursuant to Wis. Stats. 118.15 to help provide students, parents, and the community with the assurance that the District is sincere in its efforts to offer educational opportunities to all students so they can successfully meet the District's academic goals and/or graduation requirements.

The 2nd reading of this policy as written below was approved and the policy was adopted by the Board.

ALTERNATIVE EDUCATION PROGRAM

The School District of Rhinelander is committed to meeting the educational needs of all learners by creating an individual learning path to reach their goals.

The Board of Education recognizes that the regular high school program may not be appropriate for all students. Some students may need an alternative education program or curriculum modifications to successfully meet the District’s academic goals and/or graduation requirements.

The Board may provide an alternative high school education program for such students. In implementing this policy, the Superintendent will comply with the requirements specified in Section 118.15, Wis. Stats.

WI Interscholastic Athletic Association (WIAA) Membership Renewals

The renewals for the 2018-2019 WIAA membership for the middle school and high school were approved. The membership for the high school will cover the following athletic programs:

Boys

Baseball	Basketball	Cross Country	Football
Golf	Soccer	Tennis Wrestling	
Track & Field	Swim & Dive	Hockey (Co-op)	

Girls

Basketball	Cross Country	Gymnastics	Golf
Soccer	Softball	Swim & Dive	Tennis
Volleyball	Hockey (Co-Op)	Track & Field	

The membership for the middle school will cover the following athletic programs:

Boys

Basketball	Cross Country	Soccer	Track & Field	Wrestling
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Girls

Basketball	Cross Country	Soccer	Track & Field	Gymnastics	Volleyball
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Conceptual Drawings for the Development of Softball Fields

On April 9th, the Capital Projects Ad Hoc Committee met to consider a request for the development of two girls' softball fields in areas near the high school/middle school properties. After consideration of the request and review of the proposals for the field locations, the Committee directed the Administration to have a survey and feasibility study completed of the areas being considered, and to provide an estimate of the costs involved for the field development.

The Committee met again on April 16th at which time a copy of an engineering and surveying services proposal provided by the Point of Beginning was reviewed. After discussion and consideration of the proposal, the Committee directed the Administration to proceed with the softball field site evaluation, topographic survey and mapping, preliminary designs, and concept planning.

On June 4th the Committee met to review the plans received from Point of Beginning for the softball fields and relocation of the football practice fields. The softball fields, as proposed, would be located near the Mike Webster Stadium where the concession stand and restrooms would be easily accessible. With the location of the softball fields, relocation of the practice football field and football field/soccer field for the junior varsity teams would be completed. Costs for the field development would be reviewed at a later date because it was reported that there in kind donations will made to help pay project costs.

The Board approved the conceptual drawings so that the planning for the field development could begin. Superintendent Jacobi again stated that the cost for the project would be paid for through donations and not through district funds.

Excavating and Asphalt Paving Projects Proposal

A Request for Proposal (RFP) was sent to five area contractors for quotes on excavating and asphalt installation, and exterior staircase repair at the Pelican Elementary School site. The same contractors received an RFP for asphalt repair to be done at the high school. These projects are scheduled for completion during the 2018 summer months.

The work at Pelican Elementary includes the removal and replacement of asphalt on the west side of the school building and an area on the main roadway. Replacement of the exterior stairway from the parking area to the school building and installation of new stair handrails will also be completed.

The high school project includes excavating and removal/replacement of existing asphalt in an area of the back parking lot. The following quotes for both projects were received from Musson Bros., Inc. and American Asphalt of WI:

Pelican Elementary Project

- Musson Bros., Inc. \$61,787.00
- American Asphalt of WI \$78,300.00

Rhineland High School Project

- Musson Bros., Inc. \$34,430.00
- American Asphalt of WI \$53,000.00

The Board accepted the proposals from Musson Bros. Inc of Rhineland for completion of the projects at both schools.

Before and After School Child Care Program for Kindergarten-Grade 3 Students

The District will not be receiving grant funds to continue the after school child care program (CHAMPS) during the 2018-19 school year. However, this program has been well received, and has been very important for those students who would not otherwise have supervision after school. Administration has explored some options for continuation of the program and has reviewed the model that the D.C. Everest School District uses. Everest’s program is a licensed child care program which charges a weekly fee to the families. For the low income families, reimbursement is made by the state. D.C. Everest did have some initial start-up expenses, but it has become a self-sufficient program.

The Board was informed that at Pelican and Crescent schools, there are many days that parents drop their children off at the playground prior to the 7:40 a.m. drop-off time. When this is done, there is no supervision on the playground for these students and the parents do not remain with the children until school supervision arrives. With the consideration of continuing the after school program, the Board also reviewed the request to also offer a before school program should at each school for the safety of the children. The before school program would run from 6:30-7:45 a.m. and the after school program would run from just after the school day to 5:30 p.m. The after school program would be similar to the current CHAMPS program, at which students are allowed play time, are involved with enrichment activities, and have homework help time. It is anticipated that 30 students could enroll in the program at each school, so the goal would be to have a 15 to 1 ratio.

The before and after school programs could begin with the 2018-19 school year. The District would acquire a license to run the program and a fee would be charged to families so expenses are covered. Free/Reduced lunch families would be charged the same fee as other families because with a license, the state will then reimburse the District for the low income family charges. A coordinator would be hired for 20 hours per week and, initially, four licensed staff members would be hired based on the anticipated 30 students at each school.

The Board approved the development of a before school program and the continuation of the after school program. The programs will be available at Crescent and Pelican elementary schools.

Fund 73 Trust - Other Post Employment Benefits Transfers

In order to qualify for state categorical aid (special education, high cost, and state tuition), contributions made in the second fiscal year for which the Trust is funded, and each year thereafter, must meet at least one of the following options:

Option I

Equal the Annual Required Contribution (ARC) amount as determined by actuarial valuation.

Option II

Exceed current year expenditures paid from the trust by 5% (expenditures will be determined by the total amount withdrawn from the trust for retirees, inclusive of implicit rate subsidy).

Option III

Combined with the previous two year contributions, exceed current year expenditures combined with previous two years expenditures paid from the trust by 15% (expenditures will be determined by the total amount withdrawn from the trust for retirees inclusive of implicit rate subsidy).

Upon establishment and funding of such a Trust, the District has elected to no longer record cost on the "pay as you go" method and, therefore, all current retiree costs are paid by the Trust, not by general operating funds. Any payment to current retirees made with general operating funds ("pay as you go") is considered a contribution applied against current year liability, but not considered costs eligible to be charged to federally-funded financial programs or state categorical aid.

The total deposit to the Trust is \$2,143,477.35 (current cost, implicit rate and 5% of current year cost for health, dental and life insurance). The District will be reimbursed by the trust in the amount of \$2,041,407.00

With the information received, the Board approved Option II (Exceed the current year expenditures paid from the Trust by 5%) from the WI Department of Public Instruction Fund 73 revisions and approved to fund the District's Fund 73 (Other Post-Employment Benefits) in the amount of \$2,143,477.35.

Fund 73 Update

Ms. Kwiatkowski provided the Board with a report on Fund 73, Other Post-Employment Benefits (OPEBs), prior to 2012 and after 2012. Prior to 2012, full-time professional employees had to be at least 55 years of age and had taught at least 15 consecutive full-time years to be eligible for 8 years of health insurance at the exit rate. Changes were made by the Board after 2012 as follows:

- **Group 1** Defined as: Full-Time Professional Employees with 15 Years of Service on June 30, 2014
Group 1 employees receive 8 years of health insurance at the exit rate
- **Group 2** Defined as: Full-Time Professional Employees with 6 to 14 Years of Service on June 30, 2014
Group 2 employees have their insurance pro-rated using the 2013-14 insurance rates. After 2014, the District will deposit \$2,000 per year into a HRA and TSA
- **Group 3** Defined as: Full-Time Professional Employees Hired between July 1, 2008 and 2012
Group 3 employees will receive \$2,000 per year plus 5% cumulative interest into a HRA and TSA (15 years vesting period and retirement)
- **Group 4** Defined as: Full-Time Professional Employees Hired after July 1, 2012
The District will invest \$2,000 per year into a HRA and TSA (15 years vesting period and retirement) for Group 4 employees

It is projected that the health other post-employment benefits (OPEBs) liability and the stipend liability will be paid off in the year 2039. The current balance in the Fund 73 Trust is \$5,278,973.03. Based on the current numbers, if the District wanted to, it could use Fund 73 Trust to pay off the liability in the year 2033. Currently, the funds are invested in a fixed income account with an interest rate of 1.30%; with the principal protected.

The Board will continue its review and consideration of Fund 73 investments at a future meeting.

Enter Closed Session

The Board entered closed session at approximately 7:45 p.m. to consider the hire of professional and/or administrative employees, to consider the resignation of professional employees, to consider personal histories and/or disciplinary data of specific persons, to consider strategy(ies) for school safety, to deliberate or negotiate regarding the purchase of public property as may be necessary, and to consider the Superintendent's evaluation and 2018-19 contract.