

BRIEFS

Bicyclist dies in Seymour crash

SEYMOUR — A bicyclist died Saturday evening after being struck by a vehicle at the intersection of Outagamie County VV and County Y. Outagamie County sheriff's deputies were dispatched to the intersection about 5:50 p.m. after a cellular 911 call. The bicyclist was pronounced dead at the scene. Authorities didn't say whether the driver was arrested or cited and withheld the identities of those involved in the crash. The investigation is ongoing.

Applicants sought for scholarships

SHERWOOD — Sherwood American Legion Post 496 is accepting applications for its annual scholarship awards. The money must be used for undergraduate or graduate, full-time study at an accredited college or university. Applicants must live in the Sherwood service area of the Thomas E. Kees American Legion post. Applicants will be judged based on overall academic achievement; demonstrated extracurricular, community and service involvement; and completion of the scholarship application. Since its inception in 1999, the scholarship awards committee of Post 496 has awarded more than \$56,000 to local students. The application deadline is March 31, 2014. To receive an application, write to Sherwood American Legion Post 496 Scholarship Committee, P.O. Box 29, Sherwood, WI 54169-0090, and include a self-addressed, stamped envelope.

Menasha receives state trust fund loan

MENASHA — The city has received a \$786,816 loan from the State Trust Fund to speed up the clearance of the former Gilbert Paper Mill site on Ahnaip Street. "By refinancing and restructuring this, we will be able to see the demolition complete by the end of this year," Mayor Don Merkes said. "Then we will have a clean site that's ready for development." The loan has an interest rate of 3.75 percent, which will save the city about \$300,000. The city had been paying an interest rate of 8.25 percent.

Appleton shelter plans fundraiser

APPLETON — The Fox Valley Warming Shelter will hold its second annual Grateful Plateful fundraiser Oct. 9 at Riverview Gardens, 1101 S. Oneida St. Appetizers will be served from 5:30 to 7 p.m., followed by the program. Guest speaker Steve Rose is an author, motivational speaker and host of the new show "Coincidence or Godincidence?" on the CW network. Tickets are \$40 each and reservations can be made at www.foxvalleywarmingshelter.org.

Association honors Olson for service

NEENAH — Laurie Olson, Neenah's recreation superintendent, will receive the "Dr. George Wilson Service Award" from the Wisconsin Park and Recreation Association. The award will be presented Nov. 7 during the association's 48th annual conference and trade show in Green Bay. Last year Olson received the association's 25-year Service Recognition Award for her commitment and leadership to the park and recreation industry.

Council nixes center consultant plan

City could float oversight idea again in future



A plan to hire a consultant to shepherd exhibition center negotiations in downtown Appleton was kiboshed last week on a narrow 6-6 vote. Alderman Jeff Jirschele floated the plan to have an outside expert "look out for Appleton's

interests" in the proposed \$25 million building and yet-to-be-signed long-term lease agreement. Alderman Mike Smith questioned the pitch since the Fox Cities Exhibition Center board is

chock full of industry experts with decades of property management and hospitality bona fides. "Are we not then becoming more embedded with a private project if we do this?" Smith asked Wednesday. "If we offer all this oversight, what are we providing that isn't coming from Walt (Rugland) and (John) Pfefferle?" Rugland is leading the charge on the exhibition

center and its public-private funding that includes \$3.4 million from Appleton. He said last week that the original plan was to provide lease terms to the city to move the project forward. "The city has established a new barrier since they won't progress without a signed lease. My plan was to get them the lease terms, See CITY NOTES, Page A14

HAVE A QUESTION?

Wondering about something happening at City Hall? Send your questions or comments to Post-Crescent Media staff writer Nick Penzenstadler at npenzenstadler@postcrescent.com. Read regular updates at postcrescent.com/citynotes.



A visitor watches radio-controlled planes in flight Saturday as the Calumet Flyers hold their Big Bird Fly-In near Hilbert. Enthusiasts from across the state to take their miniature aircraft to the sky. See a video from the event at postcrescent.com. RON PAGE/POST-CRESCENT MEDIA

Hobby flies high



The moon is visible in the western sky as a radio-controlled plane soars over the Hilbert area. RON PAGE/POST-CRESCENT MEDIA

Neenah schools distribute merit pay to teachers

Salary hikes, stipends total extra \$768,000

By Jen Zettel
Post-Crescent Media

NEENAH — One year after it abandoned the step-and-lane pay scale for certified teaching staff, the Neenah Joint School District awarded salary increases or one-time stipends totaling \$768,000 to more than 300 teachers. Officials determined who received salary increases and one-time performance stipends through a new evaluation process based on the Effectiveness Project coordinated by CESA 6, and a revised salary schedule based on the merit pay scale developed by the Hartland-Lakeside School District, according to documents obtained by Post-

Crescent Media. For the 2012-13 school year, 50 teachers received at least \$5,000 in salary increases, and three teachers received an additional one-time performance stipend of \$5,000, said Jim Strick, communications manager, in an email to Post-Crescent Media. Approximately 130 teachers received salary increases between \$1,500 and \$3,500; 132 received a one-time performance stipend of \$1,500. Under the new system, 69 teachers who would not have been eligible for increased pay in the step-and-lane format received salary increases, Strick said. Those people had at least 16 years of experience teaching in Neenah and saw their salaries rise between 2.11 and 7.83 percent. Officials did not dock pay for poor performance

See NEENAH, Page A5

BY THE NUMBERS

- Neenah Joint School District 2012-13 merit pay data:**
- » 431 total certified teachers
 - » 323 earned salary increases or one-time stipends
 - » 50 received salary increases of at least \$5,000
 - » Three had one-time stipends of \$5,000
 - » 130 saw salary increases between \$1,500 and \$3,500
 - » 132 received one-time stipends of \$1,500
 - » 108 had their salaries frozen

Source: Neenah Joint School District

ON THE WEB

See Neenah's new salary schedule and a fact sheet on the new evaluation system online at postcrescent.com.



'Backpacks for Kids' goal exceeded by 10%

Final-week surge pushes Do It! campaign over \$33,000

Post-Crescent Media

More than 530 donors — Post-Crescent Media's readers, customers and partners, plus Fox Valley community groups and business — have shown again the area's remarkable spirit of giving and compassion. With a strong closing week, the "Backpacks for Kids" Do It! Community Challenge has exceeded its \$30,000 goal. As of Friday morning, contributions totaled \$33,026.73 — 10.1 percent over goal.

TO CONTRIBUTE

Checks for the "Backpacks for Kids" Do It! Community Challenge can be made payable to The Post-Crescent Community Fund and mailed to: Backpacks for Kids, P.O. Box 563, Appleton, WI 54912. A donation form, along with the names of donors to the campaign, is available on **Page E7** of today's P-C. To contribute online, go to the Community Foundation for the Fox Valley Region's website at www.cffoxvalley.org/backpacks.

"We are so grateful for the assistance, the kindness and the generosity of the Fox Valley," said Dan Flannery, Post-

See DO IT!, Page A14

P-C WATCHDOG



Q&A

Post-Crescent reporter **Duke Behnke** answers your questions about local government. Send questions to dbehnke@postcrescent.com or call 920-729-6622, ext. 32; on Twitter @DukeBehnke

Q Why do residents on North Apple Road in Appleton have to pay \$13 more per foot for road work than residents on other streets? Is it because the twindominiums on the street generate more traffic? Where is that rule written, and how can the city guess at traffic flow without doing a car count?

A Appleton's assessment policy is based on three factors: zoning classification, cost of the project and street width. Traffic counts are not considered in the calculation.

The policy says properties zoned R-1 (single-family homes) are billed for 75 percent of all assessable costs and properties zoned R-2 (two-family homes) are billed for 100 percent of all assessable costs.

Paula Vandehey, Appleton's public works director, said when Apple Road was paved in 2011, the R-1 properties were assessed \$40 per front foot and the R-2 properties were assessed \$53 per front foot.

A nearby street, East Applevue Drive, was paved this year, and the costs were similar. All of the homes on the street are zoned R-1 and were assessed \$39 per front foot.

Neenah's assessment policy for new streets also considers zoning classification, project cost and street width, but it treats R-1 and R-2 properties the same, billing homeowners for 100 percent of assessable costs.

"If you look through assessment practices in the Valley, they're all over the board," said Gerry Kaiser, Neenah's public works director.

THE BIGGER PICTURE

MUNICIPAL COURTS ISSUE WARRANTS FOR VIOLATORS

Threat of jail time often speeds up fine payments

By Duke Behnke
Post-Crescent Media

Police have warrants for the arrest of hundreds of people in the Fox Cities for failure to pay fines for nontraffic ordinance violations like disorderly conduct or underage drinking.

Officers might be looking for your neighbors, coworkers or friends. They might even be looking for you.

The warrants are issued by municipal courts to force scofflaws to pay their fines. The courts use other methods like collection agencies and the Tax Refund Intercept Program, but warrants are among the most effective tools.

"If you don't use warrants, your leverage on getting people to pay is dramatically less," Menasha-Neenah Municipal Judge James Gunz said.

People arrested on a warrant must pay the fine or spend time in jail. Gunz said many delinquents facing jail time suddenly find a way to pay.

Most Fox Valley communities operate municipal courts, though Appleton and Oshkosh do not. They run municipal tickets through circuit court.

The Menasha-Neenah Municipal Court has 966 active warrants, though the number of wanted people is less because a single person can have multiple warrants.

Some of the Menasha-



Police have warrants for the arrest of hundreds of people in the Fox Cities for failure to pay fines for nontraffic ordinance violations like disorderly conduct or underage drinking. DAN POWERS/POST-CRESCENT MEDIA

BIGGER PERSPECTIVE ON PUBLIC SPENDING

Your property taxes are spent on police and fire services, education, utilities, public works, parks and recreation, a judicial system, economic development and more, and you deserve to know how that money is used. Each Sunday, The Post-Crescent examines a slice of that spending: where taxes go, what they buy, and, as often as possible, how the spending compares with similar expenditures elsewhere. If you have a suggestion for our Public Spending Desk, contact Editor/Local Enterprise Andy Thompson at athompson@postcrescent.com or 920-993-1000, ext. 257.

Neenah warrants date to 2002, when the municipal court started. Neenah Police Chief Kevin Wilkinson said the number of warrants can vary between municipalities depending on how long authorities keep warrants active.

"If after three years you say, 'Forget about them,' then you'll reduce your numbers," Wilkinson said.

Police make arrests for warrants as part of their regular duties. An officer conducting a traffic stop or responding to a domestic disturbance will run the names of the people involved through a records system to check if there's a warrant.

"Sometimes that's our warrant," Wilkinson said, "and sometime that's a warrant from the other side of the state, so you're helping another agency to get theirs cleared out and vice versa."

Police also will aggressively look for people with an active warrant, particularly if it's a higher profile case or a higher bond. The New London Police Department publishes an alphabetical list of the people with warrants on its website.

Menasha-Neenah Municipal Court

» 966 active warrants (431 in Menasha and 535 in

Neenah

Since January 2011, the bond amounts on the warrants total \$48,521 in Menasha and \$60,157 in Neenah. The bond amounts for warrants issued before 2011 were tracked through a different system and were not readily available.

Town of Menasha Municipal Court

» 360 active warrants
The bond amount on the warrants total \$73,143.

New London-Weyauwega Joint Municipal Court

» 125 active warrants
Since July 2012, the

bond amounts on active warrants total \$18,454 for the two cities. The bond amounts for warrants issued before then were tracked through a different system and were not readily available, but Clerk Linda Coppock estimated they total another \$30,000.

Little Chute Municipal Court

» 49 active warrants
The bond amount on the warrants total \$12,425.

Grand Chute Municipal Court

» 0 active warrants
Clerk Barbara Timm said the court stopped issuing warrants for unpaid fines 12 to 15 years ago because of concerns with rising jail costs, and the warrants that had been issued elapsed after 10 years. She said the court will resume issuing warrants later this year.

— Duke Behnke:
920-729-6622, ext. 32, or dbehnke@postcrescent.com; on Twitter @DukeBehnke

Neenah

Continued from Page A3

during the first year of the new evaluation process, but did freeze pay for approximately 108 teachers. In 2013-14 salaries could decrease based on performance.

The new pay scale rewards teachers not for longevity in the district or the profession, but for high-performance in the classroom, according to documents.

An advanced degree no longer guarantees moving up the pay scale, either — a big change from the step-and-lane method that compensated teachers for furthering their education. Teachers who earn advanced degrees have to

prove the degrees made them more effective in the classroom, the documents said.

As a result, some teachers were put in performance levels that did not match their previous, higher salaries, Strick said. For example, veteran teachers earning higher salaries because of advanced degrees or years of service might have fallen into performance brackets with lower salaries. The same could be true for young, less-experienced teachers who were earning less on the step-and-lane model, but were placed in high-performance levels worthy of higher pay.

"The first year was tricky because it was trying to fit people at the level they're at (performance-

wise)," Strick said.

As part of the new evaluation process, Neenah's 431 certified teachers submitted portfolios that included examples of their best work, professional development logs and student surveys. Teachers also could submit comments from their students' parents or guardians.

Observation forms completed by administrators and communication logs also were included.

Based on evaluations and portfolios, teachers fell into one of six performance levels: Quality I, II, III, IV, V or Exemplary.

Teachers can earn a maximum of \$75,000 per year if they reach the "exemplary" level. Teachers in this category must be "recognized leader(s)" in the school and the dis-

trict, "exhibit continued learning and application of advanced degrees," and be "distinguished in at least five of six areas of performance," according to the pay scale guidelines.

The lowest performance level is Quality I,

with a minimum salary of \$40,500 per year.

Officials expect teachers to progress to the Quality III level, at minimum.

— Jen Zettel: 920-729-6622, ext. 33, or jzettel@postcrescent.com; on Twitter @jenzettel

APPLETON AREA SCHOOL DISTRICT ANNUAL NOTICE OF SPECIAL EDUCATION REFERRAL AND EVALUATION PROCEDURES

Upon request, the Appleton Area School District is required to evaluate a child for eligibility for special education services. A request for evaluation is known as a referral. When the district receives a referral, the district will appoint an Individualized Education Program (IEP) team to determine if the child has a disability, and if the child needs special education services. The district locates, identifies, and evaluates all children with disabilities who are enrolled by their parents in private schools, elementary schools and secondary schools located in the school district.

A physician, nurse, psychologist, social worker, or administrator of a social agency who reasonably believes a child brought to him or her for services is a child with a disability has a legal duty to refer the child, including a homeless child, to the school district in which the child resides. Before referring the child; the person making the referral must inform the child's parent that the referral will be made.

Others, including parents, who reasonably believe a child is a child with a disability may also refer the child, including a homeless child, to the school district in which the child resides.

Referrals must be in writing and include the reason why the person believes the child is a child with a disability. A referral may be made by contacting the following:

**Appleton Area School District
Student Services Department
120 E. Harris Street
Appleton, WI 54911
(920) 832-6129**