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SPORTS, 1B

# THE POST-CRESCENT

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## Gratuities for servers just tip of the iceberg



Taproom and events manager Jess Grim rings up an order at McFleshman's Brewing Co. on Thursday in Appleton. McFleshman's donates tips to local charities. PHOTOS BY WM. GLASHEEN/USA TODAY NETWORK-WISCONSIN

## Divided outcome?

### It's a possibility in Wisconsin's big election battles

Craig Gilbert

Special to Milwaukee Journal Sentinel  
USA TODAY NETWORK - WISCONSIN

In these partisan and polarized times, it would feel very strange for the two major parties to split Wisconsin's big races for governor and U.S. Senate.

The norm in this state for more than two decades has been for one party to sweep the top election contests on the same ballot, whether it's a good year for Democrats (2018, 2012) or a good one for Republicans (2016, 2010).

But in the last two polls by Marquette Law School, Democratic incumbent Tony Evers has led the race for governor and Republican incumbent Ron Johnson has led the race for U.S. Senate.

While some of those leads have been tiny, the polling suggests that a partisan split at the top of the ticket this year is a very real possibility.

In an era where voters have mostly abandoned ticket-splitting, it takes a special set of conditions for this to happen.

One is an evenly divided electorate, which Wisconsin has had for a long time. Split outcomes are more likely to happen in purple states than in red or blue ones.

See **DIVIDED**, Page 5A

## We asked readers what they think about tipping. Turns out it's more than just 20% at a restaurant

Jelissa Burns Appleton Post-Crescent | USA TODAY NETWORK - WISCONSIN

Meghan Selenka is a young entrepreneur who opened her first business as an esthetician just seven months ago. As the owner of Meghan Caroline Esthetics, where she provides cosmetic services, Selenka is used to receiving tips from her clients after their appointments. • Americans are familiar with the concept of tipping in a food service environment. But when it comes to other service industries, who to tip and how much to tip is often debated. See **TIPPING**, Page 2A



Mandela Barnes, U.S. Sen. Ron Johnson, Gov. Tony Evers and Tim Michels. PROVIDED

## Most school districts' funding falls short for special education

Rory Linnane

Milwaukee Journal Sentinel  
USA TODAY NETWORK - WISCONSIN

For over a decade, Wisconsin's funding stream for special education services has covered less than a third of the costs, leaving school districts to pull from their general aid to cover the rest.

Now residents can see how much their own school districts are have spent on special education — and how far short the state funding falls — with a new tool and report from the Education Law Center, a New Jersey-based non-profit that advocates for equitable

school funding.

The report comes weeks before Gov. Tony Evers, who has called for more special education funding, faces an election challenge from Tim Michels, who has criticized Evers' plans to spend more on public education.

Mary McKillip, a senior researcher at the Education Law Center who co-authored the report, said her team decided to look at the issue because public schools advocates in Wisconsin have made it a priority and asked the center to look into the specifics. The research was funded by a W.K. Kellogg Foundation grant.

A broad coalition of business executives and private school leaders, too, have called on lawmakers to support more funding for special education.

The Education Law Center report, building on a 2019 report from the Wisconsin Policy Forum about the statewide funding shortfall, drilled into each school district individually with 2019-20 data.

It found that the shortfall was worse for districts with higher rates of poverty, where there are more students with disabilities and schools must spend more on special education services.

But all districts are affected. Most

districts had to pull between \$1,000 and \$2,000 in regular education funding per student to cover special education services that were not reimbursed by state and federal special education funding streams, the report found.

The researchers concluded that increasing special education funding would benefit all students by preventing that diversion of regular education funds.

"Just increasing that rate will help all of the students in the district by freeing up some of that funding that could then

See **FUNDING**, Page 5A

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Biden's border control: US attempts to control the influx of Venezuelan migrants. **9A**

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# Tipping

Continued from Page 1A

Although she sets her own prices, tips from Selenka's clients bring in a little more revenue, which allows her to improve her business. For example, she recently purchased a new machine thanks to tips she'd received.

"I never expect people to tip me because my pricing structure covers all my bases, but I do take it as a huge compliment when people do tip," Selenka said.

Selenka also has experience in the food industry. As a server, Selenka said tips were much more vital for her to make a living — so much so that when she didn't receive them, it made an impact.

## 100 years ago, in some parts of the country, tipping was illegal

At this point, it's safe to say customers understand why they should tip their waiters, waitresses and bartenders. The habit is so ingrained that some restaurants will include a gratuity on the bill for larger-than-normal tables.

Because these occupations are most likely to receive tips, the hourly wage is usually minimum wage or less.

While the origins of tipping in the U.S. are often debated, Time states that the origin of tipping most likely came from wealthy Americans in the 1850s and '60s discovering the practice while on vacation in Europe.

Tipping originated during the medieval times when a servant would receive extra money for having performed above expectations.

Initially, American diners rejected the idea of tipping because it came off as classist and condescending, but as slavery became unconstitutional and for-

**"I never expect people to tip me because my pricing structure covers all my bases, but I do take it as a huge compliment when people do tip."**

**Meghan Selenka**  
Owner of Meghan Caroline Esthetics

would offer them tips instead. Even then, many states rejected the idea, and by 1915 six states had made the practice illegal.

Iowa passed a law stating anyone who accepted any form of gratuity could be fined or even imprisoned. In 1918, Georgia deemed tipping as a form of bribery, and therefore it was illegal.

Yet all of these laws were repealed by 1926, and tipping took off as the norm in American society.

"It really took off in the '20s, right around prohibition, when sales started to drop in the restaurant industry and in the bar industry," said Mike Balistreri, hospitality management instructor at Fox Valley Technical College.

As a way of making back the money they were losing by not selling alcohol, restaurant and bar owners would accept tips from customers in exchange for better seating.

See TIPPING, Page 4A

mer slaves and lower-class citizens began to look for actual work, they turned to food service jobs, including waitressing.

Employers would not pay these workers under the condition that customers



Former President Barack Obama is headed to Georgia, Michigan and Wisconsin in the final days of the 2022 campaign to give a boost to Democrats running for governor, senator and on down the ballot. CAROLYN KASTER/AP FILE

# Obama headed to Ga., Mich., Wis. as vote nears

ASSOCIATED PRESS

WASHINGTON — Former President Barack Obama is headed to Georgia, Michigan and Wisconsin in the closing days of the 2022 campaign to give a boost to Democrats running for governor, senator and on down the ballot.

He goes first to Atlanta, where Stacey Abrams is taking on Republican Gov. Brian Kemp on Nov. 8. She lost a close race to him in 2018.

As in 2020, Georgia also may once again decide which party controls the Senate. Democratic Sen. Raphael Warnock is facing a challenge from Republican Herschel Walker, a football star making his first bid for public office.

After campaigning in Atlanta on Oct. 28, Obama plans stops the following day in Detroit and Milwaukee for events to help get out the vote.

In Michigan, Democratic Gov. Gretchen Whitmer is running against Tudor Dixon, a onetime commentator

for a conservative online program who was endorsed by former President Donald Trump.

Michigan voters also are deciding whether to enshrine abortion rights in the state constitution.

In Wisconsin, Democratic Lt. Gov. Mandela Barnes is trying to unseat Republican Sen. Ron Johnson and become the state's first Black senator.

Barnes, who is from Milwaukee, the state's largest city and home to the largest group of African American voters, has been trying to energize Black voters in a race that a Marquette University Law School poll last week showed Johnson with an apparent lead.

Obama also hopes to give a boost to Democratic Gov. Tony Evers, who is being challenged by Tim Michels, a construction company co-owner who is endorsed by Trump. Marquette polls for months have shown that race to be about even.



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To donate via mail, checks should be made payable to Feeding America Eastern Wisconsin, ATTN: Stock the Shelves, and sent to 2911 W. Evergreen Drive, Appleton WI 54913.

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To donate online, visit [feedingamericawisconsin.org/stocktheshelvesdonate/](http://feedingamericawisconsin.org/stocktheshelvesdonate/).

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# Rockets strike mayor's office in separatist Donetsk

Sabra Ayres  
ASSOCIATED PRESS

KYIV, Ukraine – Pro-Kremlin officials on Sunday blamed Ukraine for a rocket attack that struck the mayor's office in a key Ukrainian city controlled by the separatists as Russia's war nears the eight-month mark.

Meanwhile, Ukrainian officials said Russian rockets struck a city across from the Zaporizhzhia nuclear power plant, wounding six people.

The attacks on both sides came as Russia has lost ground in the nearly seven weeks since Ukraine's armed forces opened their southern counteroffensive. Last week, in retaliation, the Kremlin launched what is believed to be its largest coordinated air and missile raids on Ukraine's key infrastructure since Russia's invasion of Ukraine on Feb. 24.

The municipal mayor's building in separatist-controlled Donetsk was seriously damaged by the rocket attack. Plumes of smoke swirled around the building,



A Russian official said a crater was created by an explosion after alleged Ukrainian military shelling, outside Belgorod, Russia, Sunday. VYACHESLAV GLADKOV, GOVERNOR OF THE BELGOROD REGION, VIA AP

which had rows of blown-out windows and a partially collapsed ceiling. Cars nearby were burned out.

There were no immediate reports of casualties. Kyiv didn't immediately claim responsibility or comment on the attack.

Kremlin-backed separatist authorities have previously accused Ukraine of numerous strikes on infrastructure and residential targets in the occupied regions, often employing the U.S.-supplied long-range HIMARS rockets, without providing corroborating information.

Separately, Ukrainian authorities on Sunday reported that at least six people were wounded as a result of Russian rocket attacks across from Zaporizhzhia, Europe's largest nuclear power plant, where Russia has stationed its troops.

Kyrylo Tymoshenko, deputy head of the Ukrainian president's office, said two residents of Nikopol had been hospitalized following the strikes, which also damaged five power lines, gas pipelines, and a raft of civilian businesses and residential buildings.

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## Tipping

Continued from Page 2A

**78% of readers surveyed reported tipping food service 20% or more; feedback mixed on other vocations**

Servers rely on tips to make their money, and often leave each day with their money in hand, rather than waiting for a paycheck.

The U.S. Department of Labor shows tipped food service employees in Wisconsin must be paid a minimum of \$2.33 an hour and must make a minimum of \$7.25 an hour including tips.

"You have to literally track that and that can be a difficult thing to do," Bal-

istreri said. "If somebody didn't make that difference up, then that's on the owner to pay out that difference to make sure that they're making minimum wage."

According to ZipRecruiter, the average hourly pay for waitresses in Wisconsin is about \$10 an hour, including tips, which is equal to around \$21,000 a year. Wisconsin is ranked 28 out of 50 for highest waitress salaries.

The Post-Crescent recently ran a survey asking readers who they felt more inclined to tip. The survey received 245 responses.

When asked how much they typically tip food service workers, 193 respondents said they tipped 20% of the bill or more, 30 said their tip is based on performance and 10 said they tip 15% or less.

Terry Young, a Green Bay resident, says he makes sure to always tip when he goes out to eat, and that includes more than just his server.

"When I go out, the first person that gets tipped is the chef, based on how well the meal is, and that has nothing to do with the waitress or the bartender," Young said. "The waitress then gets tipped on how (good) her service is. I don't care how crappy the meal is, if she did everything she could to make me feel welcome and comfortable, she gets a tip."

Young said he also tips the bartender when he orders drinks. Young, who has experience working in the service industry, said he never tips below 20% unless his service was really bad, in which case he only tips 5% to 10%.

However, it's not just service industry employees he tips.

"I tip (mechanics) because that is a trade that they have learned and they get a straight wage from their employer, (but) they don't ever get tipped," Young said.

When it comes to tipping outside the service industry, the majority of the survey responses showed that delivery drivers, cosmetic workers and taxi and/or Uber drivers were among the

**"It shouldn't fall to the consumer to make up the difference in wages that the employer doesn't want to cover. I'm willing to pay slightly more for services while dining out, but I'm not paying someone else an income that usually won't be reported."**

Poll respondent

most-tipped occupations.

Pet care workers, manual laborers, yard workers or landscapers and package deliverers were the least tipped occupations.

Kevin Putzier has worked as a lawn care technician for over 25 years and currently works with the lawn care company Weed Man, which services cities throughout Wisconsin. He said he never received a tip after doing his job.

"It's kind of an industry where tipping is, I'm not gonna say it's not appropriate, it's just more that it's not customary and normal," Putzier said. "The only reason it would have ever occurred to me is because I've worked tipping jobs. Working as a technician, I didn't expect them. I would have been surprised if somebody offered me a tip."

Putzier said that as a lawn care technician he earned enough hourly pay that tipping wouldn't have made a difference.

But tipping isn't always reserved for those who make lower wages. Some people may tip based on the services they are provided and how well the service is done.

Michele McCarthy-Pope has been running her own home cleaning service for 15 years; she also is the lead singer of her band Shelly Mack and the Reunion. She currently works in the Milwaukee area where she charges hourly rates for her services.

McCarthy-Pope said that although she sets her own prices, she feels like the services that she provides her clients should earn her tips.

"I feel 100% I should be tipped," McCarthy-Pope said. "I'm doing them a service every two weeks, and these aren't small rooms. I mean, it takes me a good five, possibly

six hours, depending on how bad they trashed it from two weeks ago. If you have little kids and or animals in the house, it's a lot of work."

The cost of her service, which ranges from \$25 to \$30 an hour for new customers, is used to cover the cost of supplies and travel, so all of the money she earns does not go directly into her pocket.

Tips not only help bring in more income for McCarthy-Pope, but she says she feels more inclined to go out of her way for clients who often tip. For instance, doing small things like toilet paper décor or any other small decorations.

Rico Kimpel, who has 20 years of experience in the service industry, including as a bartender and a food delivery driver, said that he would often-times provide better or faster service to customers he knew would be tipping him.

In a position where he relied on tips to pay his bills, Kimpel said he would often check in on tipping customers before nontipping customers. In a way, he said, working for nontipping customers can be seen as working for free.

"It is my job, but I am a server, I am giving service to you," Kimpel said. "With that service, even though it's expected of me, I tried to go above and beyond so that I can get a better tip at the end of the night."

**Should tipping culture end? One Appleton bar sends tips to charity instead**

McFleshman's Brewing Co. is a brewery in Appleton where bartenders, or "beertenders," do not receive tips from the customers. Any tips that customers leave behind are donated to local charities.

"This way we are able to help our local community financially," said Jess Grim, taproom manager of McFleshman's.

The brewery has donated to Feeding America Eastern Wisconsin, Wisconsin Ukrainians, CASA Fox Cities and Arts Incorporated.

At the brewery, employees are paid living hourly wages to eliminate the need to rely on tips for income.

"They always know they will have a paycheck with a living wage in it, not needing to worry if they make enough if their shift may be slower on a day, thus providing consistency and financial security to our staff," Grim said.

While a number of employees at McFleshman's also work other service jobs where they are tipped, Grimm said that those employees enjoy the security they get from McFleshman's.

"They've worked their other jobs and only come home with a total of \$100 over three shifts," Grim said. "They like being able to know what they are coming home with."

Customers, while initially shocked at the nontipping rule, actually enjoy the idea that the employees are being paid fairly enough that tips are not necessary.

Participants of the survey appeared to share similar sentiment.

Of the 245 responses to the tipping survey, 99 respondents said that they feel inclined to tip because they feel like the workers are underpaid.

The second most common response was that the tipper had worked in a service position and felt for the employees that served them.

This is a common feeling among those who work in service-based jobs as well.

"I tip waiters, waitresses, food delivery people, Lyft or Uber drivers, even when I go on vacation, I usually leave a tip for the housekeeping," Kimpel said.

While most have conformed to tipping culture, although not always participating in it to its full extent, there are a few who believe tipping shouldn't exist.

"It shouldn't fall to the consumer to make up the

difference in wages that the employer doesn't want to cover," one respondent said. "I'm willing to pay slightly more for services while dining out, but I'm not paying someone else an income that usually won't be reported."

Customers might feel like it is up to the employer to pay their employee a livable wage so that they won't have to rely on tips.

"It would be far better for establishments to pay a decent wage, \$20 or more per hour, and eliminate tipping," said another. "But restaurant menu prices would increase about 25% and customers would freak. Tipping is not expected in other countries I've visited. Yes, their menu prices are higher, but employees are happier and the goofy tipping confusion is eliminated."

As far as gratuity tips for workers who are not in the service industry, it seems like the discretion on tipping is left up to the customers.

"If they give me good work, I want to tip them for doing that," McCarthy-Pope said. "It helps them grow their business, and they're going to do a better job if they're tipped."

Grim believes that without tips their staff has the opportunity to provide an equal, higher and more genuine level of service to all of their customers.


Balistreri said that there are different pros and cons to tipping culture, which can be confusing to customers.

"Where it becomes really murky is when somebody's job or someone's livelihood is based on the idea of making a tip, because then it puts them in a potentially risky scenario of 'what do I have to do to make that tip?'" Balistreri said.

"It's not necessarily that there's a good or a bad side to it, I think that the problem is that there's too much unknown in the tipping realm."

Reach *Jelissa Burns* at 920-226-4241 or [jburnsl@gannett.com](mailto:jburnsl@gannett.com). Follow her on Twitter at [@burns\\_jelissa](https://twitter.com/burns_jelissa) or on Instagram at [burns\\_jelissa](https://www.instagram.com/burns_jelissa).

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