

School District of River Falls Regular Board Meeting

Tuesday, December 21, 2021 - 6:00 PM
River Falls High School Auditorium, 818 Cemetery Road, River Falls, WI 54022

Agendas can be viewed at <https://www.rfsd.k12.wi.us/district/school-board.cfm> or at <https://meetings.boardbook.org/Public/Organization/1447>

1. **CALL TO ORDER - 6:00 PM in the River Falls High School Auditorium**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS**
4. **INFORMATIONAL ITEMS**
 - A. **Acknowledgement / Recognition**
 1. Wildcat Pride Awards
 - a. Olivia Redmond - Olivia has gone above and beyond to make her school a place where all students can find non-judgmental assistance.
 - B. **Spotlight on Education: River Falls High School - Wiley's Wardrobe**
Description: Presentation Link
 - C. **Superintendent, Administrative, and Student Representative Reports**
 1. Superintendent Report
 - a. COVID Status Report
Description: Presentation Link
 - b. School Forest Update 4
 2. Administrative Reports
 3. Student Representatives Report
5. **ACTION ITEMS**
 - A. **Approval of minutes, bills and recommended employment** 7
Description: The following have been submitted for approval:
Item 1: November 22, 2021, Regular Board of Education meeting minutes
Item 2: Bills submitted for payment
Item 3: Pursuant to Board Policy which references Wisconsin Statutes Sections 111, 118, 121, all employees who require Wisconsin state certification shall be recommended by the superintendent to the Board of Education for approval. All recommendations presented at this time are pursuant to approved Board policies and accompanying administrative procedures.
Recommended Action: Approve minutes, bills, and employment as presented.
 - B. **Consideration and/or Action to approve December 6, 2021 Educational Program** 18
Committee recommendations
Description: The Educational Program Committee met on December 6, 2021, to approve the first reading of revised School Board Policy 352 - Field Trips/Extended Trips, approve the first reading of revised School Board Policy 352 - Rule Guidelines for Field Trips/Extended Trips, to hear an update regarding the River Falls eSchool Charter School benchmarks, and to see the 2020-21 River Falls School District report card presentation.
Recommended Action:
 1. Approve the first reading of revised School Board Policy 352 - Field Trips/Extended Trips.
 2. Approve the first reading of revised School Board Policy 352 - Rule Guidelines for Field Trips/Extended Trips.
 - C. **Consideration and/or Action to approve December 13, 2021 Finance & Facilities** 26
Committee recommendations
Description: The Finance and Facilities Committee met on December 13, 2021, to review the 2022-24 budget projections, to hear an update on the Construction Manager at Risk & Architect agreements, and finally to hear an update on the Renaissance Charter Academy relocation.
Recommended Action: No action, informational only.

D. Consideration and/or Action to approve December 13, 2021 Personnel Committee recommendations

27

Description: The Personnel Committee met on December 13, 2021, to approve the Teacher Professional Compensation Plan revisions, to approve the revised and new Kids Club job positions, and finally went into a closed executive session to review the 2022-23 bargaining goals.

Recommended Action:

1. Approve Teacher Professional Compensation Plan revisions.
2. Approve the revised and new Kids Club job positions.

E. Approve the second reading of revised School Board Policy 461 - Wisconsin Academic Excellence Scholarship

49

Description: The first reading of policy 461 - Wisconsin Academic Excellence Scholarship was approved at the November 22, 2021, Regular Board Meeting.

Recommended Action: Approve the second reading of revised School Board Policy 461 - Wisconsin Academic Excellence Scholarship

F. Review resolutions to be addressed during the 2022 Wisconsin Association of School Board (WASB) Delegate Assembly on January 19, 2022, and provide the delegate with direction for voting on WASB resolutions

51

Description: Each year, the WASB Delegate Assembly votes on proposed amendments and resolutions during its Annual Joint State Convention. Each eligible school district may cast one vote on those resolutions. Alan Tuchtenhagen is the newly appointed delegate to the 2022 convention.

Recommended Action: Provide Delegate, Alan Tuchtenhagen, with direction for voting on WASB resolutions. The Board may give voting direction on an item-by-item basis or on a specific item(s) only or direct the Delegate to vote in the best interest of the School District of River Falls.

G. Begin Board Self-evaluation process

Description: Policy 153 calls for the Board to annually plan for and carry through an evaluation of its functioning as a Board. The last Board evaluation was completed March 15, 2021.

Recommended Action: Discuss the process for completion of a Board evaluation.

H. Discussion of future Matrix revisions and/or modifications related to our face mask policy

Description: The Board will discuss our current mask matrix and discuss possible future changes to our mask requirements.

Recommended Action: None, informational only.

I. Proposed/suggested items for the next regular and future Board meeting agenda(s)

Description: As always, Board members will be given the opportunity to suggest items for future Board member agendas.

Recommended Action: As needed.

J. Schedule next Board/Committee meetings

Description: Upcoming Board meeting dates, times, and locations will be reviewed.

Recommended Action: Set the meeting schedule as follows:

Educational Program Committee meeting: Monday, January 10, 2021, 6:00 p.m. (*District Office Conference room, 852 E. Division Street*)

Finance and Facilities Committee meeting: Monday, January 17, 2021, 5:45 p.m. (*District Office Conference room, 852 E. Division Street*)

Personnel Committee meeting: Monday, January 17, 2021, 7:00 p.m. (*District Office Conference room, 852 E. Division Street*)

Regular Board meeting: Monday, January 24, 2021, 6:00 p.m. (*River Falls High School Auditorium, 818 Cemetery Road*)

6. Request for Executive session pursuant to Wisconsin § 19.85 (1)(c)(e)(f)(g) for discussion of confidential legal matters related to possible district land lease and/or purchase of property; to discuss current lease agreement and related legal matters; and for the purpose of approving 2022-23 bargaining goals. Roll call

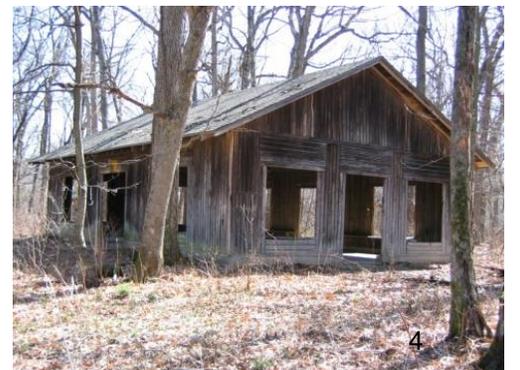
vote required.

7. CONVENE TO EXECUTIVE SESSION

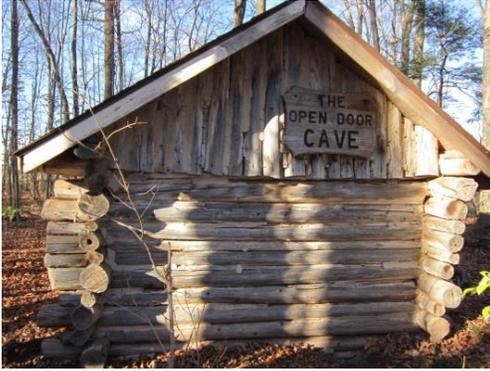
Completely Open Shelters



Partially Open - Partially Closed



Completely Enclosed Classrooms





0 0.13 0.25
Miles

School Forest Activity Map

Signs

-  Camping
-  Parking
-  Trail

Trails

-  Main Trail
-  ADA
-  Secondary

Areas

-  Camping
-  Prairie
-  Parking

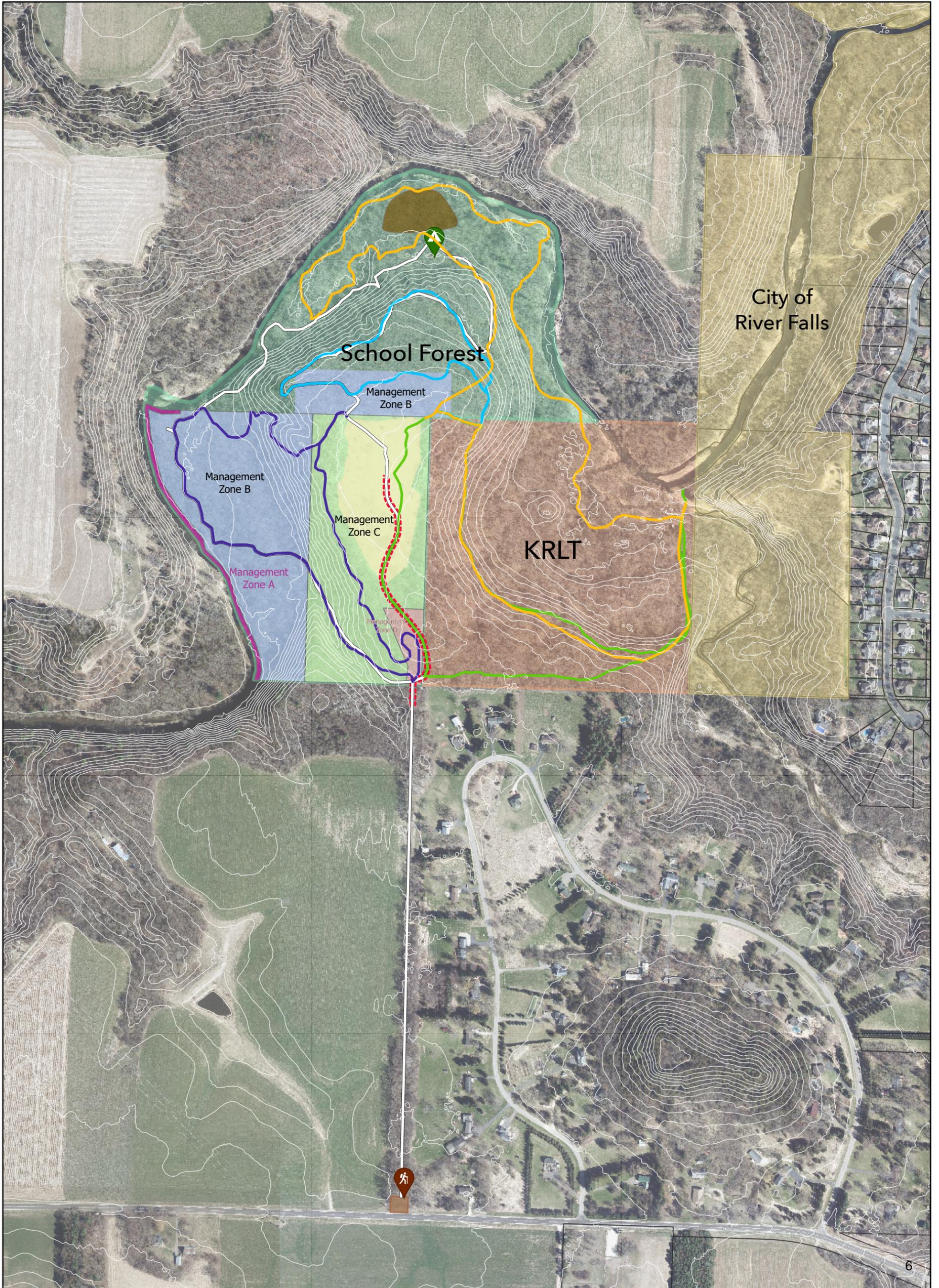
Property

-  KRLT Forest Land
-  RFSD School Forest
-  City of River Falls

DRAFT

The elements in the map are not official including easements and boundaries. This is a draft and should be used as such.

12/7/2021



**School District of River Falls
Regular Board Meeting**

Monday, November 22, 2021 - 6:00 PM

River Falls High School Auditorium, 818 Cemetery Road, River Falls, WI 54022

The regularly scheduled meeting of the River Falls Board of Education was called to order on Monday, November 22, 2021 at the River Falls High School Auditorium, 818 Cemetery Road, River Falls, WI 54022. President Johnson Myers called the meeting to order at 6:00 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations, and sent to the Star Observer, WEVR Radio Station, and the Eau Claire Leader Telegram.

PRESENT

President Stacy Johnson Myers, Vice President Amy Halvorson (remote), Clerk Alan Tuchtenhagen, Treasurer Todd Schultz, members Bob Casey, Lindsey Curtis, and Cindy Holbrook (arrived 6:02). Also present were Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, Director of Academic Services Jennifer Peterson, Director of Finance & Facilities Chad Smurawa and Greenwood Elementary Principal Nate Schurman. Gifted and Talented Teacher, Abby Mazzei.

HEARING OF VISITORS OR DELEGATIONS

A few community members and/or parents spoke about various concerns with the district's CRT statement and our masking policy/matrix.

INFORMATIONAL ITEMS

- A. Acknowledgement / Recognition
Wildcat Pride Award
Nataly Gomez was recognized for continuously going above and beyond her position in the school district as a bilingual paraprofessional.

- B. Spotlight on Education - Gifted & Talented Programming
Mazzei shared an in depth presentation about the gifted and talented identification process, her program website, enrichment opportunities, and future program goals.

- C. Superintendent, Administrative, and Student Representative Reports
 - 1. Superintendent Report
Benson shared the monthly COVID update that included a review of our current district numbers/boundary numbers and the district's reasoning for closing school for the two days before Thanksgiving break. Those reasons included high COVID rates among students and staff and the continuing sub-shortage. Benson also shared that he is hopeful that we will be able to pivot to optional masks in the not too distant future if the infection rates decline.
 - 2. Administrative Reports: None
 - 3. Student Representatives Report: None

ACTION ITEMS

- A. Johnson Myers reviewed the minutes, bills, and recommended employment items on the Agenda. Schultz moved, seconded by Curtis that the Board approve the following:
- 1. The Minutes from the October 25, 2021 Regular Board of Education meeting;
 - 2. Checks numbered 204057 through 204554 had been prepared in the amount of \$1,009,127.69 and there were automatic transfers of \$670,030.46 and \$740,234.92 for a total of \$2,419,393.07. Check 204084 was voided.
 - 3. Pursuant to Board Policy which references Wisconsin Statutes Sections 111, 118, and 121, approval of the following employment recommendations: 1. Recommended approval of the employment of Heather Sitz as 0.56 FTE Certified Occupational Therapy Assistant, Long Term Substitute at Rocky Branch Elementary School effective approximately October 28, 2021 through January 31, 2022 (for Hannah Ninneman). 2. Recommended approval of the hiring of the following short term, on call Substitute Teachers: a) Bruce Weber b) Tricia Elworthy c) Roxanne Hable d) Daren Sommerfeldt e) Karen Pesik. Roll call vote: Holbrook yes, Casey yes, Tuchtenhagen yes, Halvorson yes, Johnson Myers yes, Schultz yes, and Curtis yes. Motion carried unanimously (7-0).

B. Consideration and/or Action to approve November 1, 2021 Educational Program Committee recommendations

The Educational Program Committee met on November 1, 2021, to hear a Community Education and Communications update and to approve the first reading of revised school board policy 461 - Wisconsin Academic Excellence Scholarship. Approval of the first reading of School Board Policy 352 - Field Trips/Extended Trips was tabled for further revisions. Approval of the first reading of School Board Policy 352 - Rule Guidelines for Field Trips/Extended Trips was tabled for further revisions.

Tuchtenhagen motioned, seconded by Casey to approve the first reading of revised School Board Policy 461 - Wisconsin Academic Excellence Scholarship. Roll call vote: Holbrook yes, Casey yes, Tuchtenhagen yes, Halvorson yes, Johnson Myers yes, Schultz yes, and Curtis yes. Motion carried unanimously (7-0).

C. Consideration and/or Action to approve November 8, 2021 Finance & Facilities Committee recommendations

The Finance and Facilities Committee met on November 8, 2021, to have a tour of the Amplexor Building and to discuss the Renaissance Charter Academy plan for future location options.

No action, informational only.

D. Consideration and/or Action to approve the District's hiring of the Architect and Construction Management Firms

Superintendent Jamie Benson, Board Member Amy Halvorson, F&F Chair Todd Schultz, B&G Director Joe Haselman, and Director of F&F Chad Smurawa interviewed 4 architects and 4 construction manager at risk firms the week of November 8, 2021. The firms will work with the district developing a long-range master facility plan.

Halvorson motioned, Schultz seconded to approve hiring of the Architect and Construction Management Firms for the purpose of identification of the best option for the new location of our Renaissance Alternative High School as well as the development of long-term master facility plans. Roll call vote: Curtis yes, Schultz, yes, Johnson Myers yes, Halvorson yes, Tuchtenhagen yes, Casey yes, and Holbrook yes. Motion carried unanimously (7-0).

E. Consideration and/or Action to approve November 8, 2021 Personnel Committee recommendations

The Personnel Committee met on November 8, 2021, to hear the teacher compensation steering committee update, approve the revised Student Services Secretary job description, review the staff planning calendar, and hear an employee wellness update.

Halvorson motioned, Holbrook seconded to approve the revised Student Services Secretary job description. Roll call vote: Curtis yes, Schultz, yes, Johnson Myers yes, Halvorson yes, Tuchtenhagen yes, Casey yes, and Holbrook yes. Motion carried unanimously (7-0).

F. Review the District Comprehensive School Safety Plan and related safety drills

The school board must review the District Comprehensive School Safety Plan and related safety drills annually prior to January 1 each year. Greenwood Principal and School Safety Coordinator Dr. Nate Schurman will provide the safety drill updates.

Holbrook motioned, Tuchtenhagen seconded to approve the 2021-2022 School Safety Drill Evaluations. Roll call vote: Holbrook yes, Casey yes, Tuchtenhagen yes, Halvorson yes, Johnson Myers yes, Schultz yes, and Curtis yes. Motion carried unanimously (7-0).

G. Proposed/suggested items for the next regular and future Board meeting agenda(s)

As always, Board members will be given the opportunity to suggest items for future Board member agendas. Schultz requested a discussion and/or action for next month regarding the district's current mask matrix.

H. Schedule next Board/Committee meetings

Set the meeting schedule as follows:

Educational Program Committee meeting: Monday, December 6, 2021, 6:00 p.m. (*District Office Conference room, 852 E. Division Street*)

Finance and Facilities Committee meeting: Monday, December 13, 2021, 5:45 p.m. (*District Office Conference room, 852 E. Division Street*)

Personnel Committee meeting: Monday, December 13, 2021, 7:00 p.m. (*District Office Conference room, 852 E. Division Street*)

Regular Board meeting: Monday, December 20, 2021, 6:00 p.m. (*Location: to be determined*)

I. Holbrook motioned, Casey seconded to move in **executive session pursuant to Wisconsin § 19.85 (1)(e)(f)(g) for discussion of confidential legal matters related to possible district land lease and/or purchase of property; and to discuss current lease agreement and related legal matters.** Roll call vote required. 8

Roll call vote: Holbrook yes, Casey yes, Tuchtenhagen yes, Johnson Myers yes, Schultz yes, and Curtis yes. Motion carried unanimously (6-0). Halvorson did not join executive session.

J. CONVENE TO EXECUTIVE SESSION

ADJOURNMENT

President Johnson Myers declared the meeting adjourned at 7:20 p.m.

Alan Tuchtenhagen, Clerk

SCHOOL DISTRICT OF RIVER FALLS
River Falls , Wisconsin 54022

Checks for Approval at the December 2021 Board Meeting

AP CHECK NUMBERS	AMOUNT
204555 - 204956	\$645,665.08

PAYROLL

11/5/21 Auto Tsf. Payroll	\$673,025.65
11/19/21 Auto Tsf. Payroll	\$772,467.80

\$2,091,158.53

VOID CHECKS

203912 - Rocket Math
203097 - Adam Villeneuve
Payroll - 997352768 - Jay Wolf

Actual

FNB - General Money Market Balance	\$3,269,598.83
RCU - Money Market Balance	\$1,367.60

Checks over \$100 - December 2021 Meeting

POST	CHECK		INVOICE	
DATE	NUMBER	VENDOR	DESCRIPTION	AMOUNT
11/3/2021	204556	ALBRECHT, VICTOR	CE Class Pymt	\$ 304.50
11/3/2021	204558	ANDERSEN, VICTORIA	CE Class Pymt	\$ 475.67
11/3/2021	204560	AUTO VALUE	BG Supplies	\$ 198.81
11/3/2021	204561	BALDWIN LIGHTSTREAM	Nov Internet & Phone	\$ 1,601.84
11/3/2021	204564	BRICKHOUSE MUSIC	supplies	\$ 249.98
11/3/2021	204565	CAMPBELL, BROOKE	CE Class Pymt	\$ 561.56
11/3/2021	204568	CESA 10	E-Rate SPT/Planning	\$ 1,278.75
11/3/2021	204569	CHIPPEWA VALLEY SPORTING GOODS	supplies	\$ 639.76
11/3/2021	204570	CINTAS	BG Expense	\$ 139.10
11/3/2021	204573	DELUCA, KARI	reim;state hotel rooms	\$ 357.00
11/3/2021	204575	EXPRESS SERVICES INC	sub fulfillment	\$ 4,307.04
11/3/2021	204577	FERGUSON ENTERPRISES LLC#1657	Plumbing Parts	\$ 121.82
11/3/2021	204578	GAGGLE.NET INC	Archiving Email	\$ 10,610.00
11/3/2021	204580	HANSEN, MELISA	Reim CTE	\$ 1,016.26
11/3/2021	204582	HERUM, NATASHA	Reim Supplies	\$ 124.44
11/3/2021	204583	HILLYARD, INC.-MPLS	Equipment Part	\$ 138.28
11/3/2021	204584	HOFFMAN, KALEENA	Reim Subscription renewal	\$ 150.00
11/3/2021	204585	HOGLUND BUS COMPANY	BG Expense	\$ 3,998.51
11/3/2021	204589	HUEBSCH	Maint expenses	\$ 1,910.81
11/3/2021	204590	JAECKEL, BRYAN	reim musical supplies	\$ 493.90
11/3/2021	204591	J H LARSON COMPANY	maint expenses	\$ 269.12
11/3/2021	204592	KEALY, SARA	State Food Money - VB	\$ 1,248.00
11/3/2021	204594	LANGER, JACOB	State Trip Food \$; BSO	\$ 1,584.00
11/3/2021	204595	LARSON'S APPLIANCE CENTER	Refrigerator-food svc	\$ 1,088.00
11/3/2021	204597	LASER PRODUCT TECHNOLOGIES	printer & supplies	\$ 1,097.95
11/3/2021	204598	LITERACY RESOURCES, LLC	books	\$ 129.56
11/3/2021	204599	LONEY, CAROLYN	Reim Travel Expenses	\$ 877.00
11/3/2021	204600	LUEBKE, ERIC	DJ Halloween Dance	\$ 150.00
11/3/2021	204603	MC GRAW-HILL COMPANIES	Textbooks	\$ 301.51
11/3/2021	204604	MIDWEST BUS PARTS INC	BG supplies	\$ 1,238.50
11/3/2021	204605	MISSISSIPPI WELDERS SUPPLY	supplies	\$ 332.73
11/3/2021	204607	NEW RICHMOND HIGH SCHOOL	wiaa; 10/2/21; CC	\$ 175.00
11/3/2021	204609	PERIPOLE-BERGERAULT INC	recorders	\$ 383.95
11/3/2021	204611	POCERNICH, DALE	official; bso; 10/28/21	\$ 143.00
11/3/2021	204612	REINDERS	Salt for sidewalks	\$ 4,645.20
11/3/2021	204613	RIVER FALLS ACE HARDWARE	Supplies	\$ 1,026.92
11/3/2021	204617	RSCHOOL TODAY	renewal	\$ 1,800.00
11/3/2021	204618	SCHOLASTIC BOOK FAIRS - 15	Book Fair	\$ 2,109.38
11/3/2021	204619	SCHOOL SPECIALTY	art supplies	\$ 586.59
11/3/2021	204620	SECURITY CHECK ME INC	Background checks	\$ 189.00
11/3/2021	204621	SIGN RESULTS LLC	signs	\$ 345.00
11/3/2021	204622	SOLBERG, STACY	CE Class pymt	\$ 450.00
11/3/2021	204623	SOUTHWEST BINDING & LAMINATING	laminating film	\$ 206.23
11/3/2021	204625	STAPLES -(PAPER)	supplies	\$ 2,237.87

Checks over \$100 - December 2021 Meeting

11/3/2021	204627	STUTTERING THERAPY RESOURCES, INC.	manuals/forms	\$ 151.92
11/3/2021	204629	THE HUNTINGTON NATIONAL BANK	scoreboard pymt	\$ 34,326.20
11/3/2021	204630	THE STANDARD	Payroll Accrual	\$ 8,545.65
11/3/2021	204632	VERTICAL ENDEAVORS, INC.	Phy Ed	\$ 1,080.00
11/3/2021	204633	WI ASSOC OF SCHOOL BOARDS,INC	BLF Office Time	\$ 102.50
11/3/2021	204634	WASECA BIOMES	Language Package	\$ 1,335.00
11/3/2021	204635	WIAA	FB, VB & BSO	\$ 5,162.95
11/3/2021	204636	WILKEN, CAMERON	pucks for boys hockey	\$ 173.49
11/3/2021	204638	ZANER-BLOSER	Building Fact Fluency kits	\$ 533.01
11/10/2021	204639	5 STAR RESTROOM RENTALS	restroom rental	\$ 915.00
11/10/2021	204640	AIR COMMUNICATIONS OF WI, INC	monthly repeater rent	\$ 513.00
11/10/2021	204641	APPLIED DESIGNS & SIGNS INC	Graphics-bball bkboards	\$ 250.00
11/10/2021	204642	ARROW BUILDING CENTER	Tech Ed supplies	\$ 299.98
11/10/2021	204643	ARROW LIFT ACCESSIBILITY	Contract-service lifts	\$ 832.00
11/10/2021	204644	ASCA	Prof membership	\$ 129.00
11/10/2021	204645	AUDEREITH, JOYLYNN	Reim BSO Food, etc.	\$ 786.71
11/10/2021	204646	AUDIOQUIP	mics/receivers	\$ 2,210.00
11/10/2021	204648	BAUER BUILT	Toe Set Alignment	\$ 213.00
11/10/2021	204650	BRAUN INTERTEC CORP INC	Infiltration Pond Cert.	\$ 1,308.00
11/10/2021	204651	BRICKHOUSE MUSIC	supplies	\$ 668.97
11/10/2021	204652	BRUDZINSKI, CAITLIN	Reim; Sect Hotel Rooms	\$ 476.00
11/10/2021	204654	C & L COMMUNICATIONS INC	Oct 2021 Locates	\$ 1,868.50
11/10/2021	204655	CARLIN SALES CORPORATION	planters	\$ 397.36
11/10/2021	204657	CAROLINA BIOLOGICAL SUPPLY	science supplies	\$ 1,002.14
11/10/2021	204659	CHIPPEWA VALLEY SPORTING GOODS	supplies	\$ 447.20
11/10/2021	204660	COMPUTER INTEGRATION TECHNOLOGIES I	Cracked Screen Repair	\$ 175.00
11/10/2021	204661	CITY OF RIVER FALLS	Pole Attachment Fees	\$ 326.76
11/10/2021	204662	CONTINENTAL CLAY	clay	\$ 475.50
11/10/2021	204663	CRAIL, DAVID	reim; Mileage/phone	\$ 686.72
11/10/2021	204665	CYCLONE FENCE INC	Dist Wide Fence Repair	\$ 36,324.00
11/10/2021	204666	DICK'S MARKET	supplies	\$ 2,089.04
11/10/2021	204668	DUMOND, MONICA	Tuition Reim	\$ 2,546.82
11/10/2021	204670	EXPRESS SERVICES INC	sub fulfillment	\$ 6,023.84
11/10/2021	204671	FAIRVIEW CLINICS	health exams	\$ 325.00
11/10/2021	204672	FAMILY FRESH - SPARTANNASH	supplies	\$ 194.52
11/10/2021	204673	FASTENAL COMPANY	Maint Drill Bits	\$ 127.07
11/10/2021	204675	FORUM COMMUNICATION COMPANY	Legal notices	\$ 155.86
11/10/2021	204676	GEORGE SIEGFRIED CONSTRUCTION COMP	bldg infrastructure repair	\$ 4,085.37
11/10/2021	204677	GILLIS, CECILY	Reim Wiley Supplies	\$ 167.52
11/10/2021	204678	GLASS EXPRESS INC	glass replacement	\$ 1,187.88
11/10/2021	204679	GOPHER STAGE LIGHTING	cabling	\$ 435.40
11/10/2021	204680	GRAHAM, JACQUELINE	reim supplies	\$ 193.41
11/10/2021	204681	HASELMAN, JOSEPH	reim travel expenses	\$ 579.04
11/10/2021	204682	HIGH NOON BOOKS	books	\$ 132.00
11/10/2021	204683	HILLYARD, INC.-MPLS	maint supplies	\$ 1,092.26
11/10/2021	204684	HIRSTEIN, ALI	Reim football food	\$ 370.02
11/10/2021	204685	HOBART SERVICE	Parts/repair cooler	\$ 350.44

12

Checks over \$100 - December 2021 Meeting

11/10/2021	204686	HORIZON COMMERCIAL POOL SUPPLY-INC	Pool Chemicals	\$ 546.78
11/10/2021	204688	HUDSON PHYSICIANS	health screens	\$ 573.00
11/10/2021	204689	IDENTISYS INC	Printer ink for badges	\$ 146.68
11/10/2021	204690	INDUSTRIAL MECHANICAL & CONSTRUCTIO	Sealcoating	\$ 7,950.00
11/10/2021	204691	INSTRUMENTAL MUSIC CO.,INC.	New Band Instrument	\$ 696.00
11/10/2021	204692	JAECKEL, BRYAN	Reim travel expenses	\$ 330.71
11/10/2021	204693	JUNIORS BAR AND RESTAURANT	BSO Team Banquet	\$ 1,650.49
11/10/2021	204694	J W PEPPER & SON INC	supplies	\$ 146.38
11/10/2021	204695	KEALY, SARA	Reim-battery/suburban	\$ 297.52
11/10/2021	204697	KOHN LAW FIRM S.C.	Payroll accrual	\$ 399.26
11/10/2021	204698	KWIK TRIP, INC.	fuel	\$ 3,283.24
11/10/2021	204700	LEARNING WITHOUT TEARS	curriculum	\$ 3,417.15
11/10/2021	204702	MACIE PUBLISHING CO	Recorder/book order	\$ 689.22
11/10/2021	204703	MANSFIELD OIL COMPANY OF GAINSVILLE,	Fuel	\$ 22,075.26
11/10/2021	204704	MARK'S PLUMBING PARTS	KK MMS Hose	\$ 205.42
11/10/2021	204705	MELSTROM, CARLIE	Reim supplies	\$ 145.43
11/10/2021	204706	MENARDS	supplies	\$ 280.43
11/10/2021	204707	MESSERLI & KRAMER	Payroll accrual	\$ 200.99
11/10/2021	204708	MINNESOTA HISTORICAL SOCIETY	4th gr field trip	\$ 378.00
11/10/2021	204709	MINNESOTA LIFE INSURANCE CO	Payroll Accrual	\$ 7,640.63
11/10/2021	204710	MINNESOTA WRESTLING EVENTS, LLC	MN Christmas Tourn.	\$ 375.00
11/10/2021	204711	MISSISSIPPI WELDERS SUPPLY	Tech Ed supplies	\$ 232.32
11/10/2021	204712	MITCHELL, MATTHEW	SOS MMS DANCE DJ	\$ 150.00
11/10/2021	204714	MTI DISTRIBUTING INC	Maint parts	\$ 1,121.70
11/10/2021	204715	NORTHERN AIR CORPORATION	controller parts/repair	\$ 3,342.68
11/10/2021	204717	NEO ELECTRICAL SOLUTIONS LLC	Receptacles & wiring	\$ 1,273.54
11/10/2021	204719	OLSON, JESSICA	Reim supplies	\$ 122.92
11/10/2021	204720	PECHACEK, RYAN	reim; FFA Activities	\$ 667.31
11/10/2021	204722	REINDERS	Salt Spreader	\$ 471.06
11/10/2021	204723	RIVER CITY DISPOSAL, INC.	Garbage pick-up	\$ 3,402.49
11/10/2021	204725	RIVER STATES TRUCK & TRAILER	BG Supplies	\$ 638.55
11/10/2021	204727	R.M. COTTON COMPANY	Spare air filter	\$ 163.00
11/10/2021	204729	SCHOOL SPECIALTY	supplies	\$ 111.71
11/10/2021	204731	SECURITY CHECK ME INC	Oct bkgrd checks	\$ 623.00
11/10/2021	204732	SHIFFLER EQUIPMENT SALES INC	Chair replacement caps	\$ 172.84
11/10/2021	204733	SHIRTS UNLIMITED	Blankets	\$ 8,360.00
11/10/2021	204734	SKATETIME SCHOOL PROGRAMS, INC.	GW PE Rollerskating	\$ 2,630.00
11/10/2021	204735	STAPLES -(PAPER)	supplies	\$ 387.59
11/10/2021	204736	ST CROIX GAS	monthly invoices	\$ 9,360.80
11/10/2021	204739	TWIN CITY FILTER SERVICE, INC	Dist Wide Belts	\$ 267.64
11/10/2021	204740	UNITED WAY ST.CROIX VALLEY	Payroll accrual	\$ 125.50
11/10/2021	204741	VERIZON WIRELESS	10/02/2021-11/01/2021	\$ 2,373.06
11/10/2021	204742	WAYNE PETERSON ENTERPRISES	PT Conf Staff Meal	\$ 143.27
11/10/2021	204743	WELD RILEY SC	Ren Charter Mold Issue	\$ 1,128.46
11/10/2021	204744	WHITE PINE BERRY FARM	Field Trip Fees	\$ 797.00
11/10/2021	204746	WIAA	State VB tickets	\$ 385.00
11/10/2021	204747	WI SCTF	Payroll accrual	\$ 252.01

43

Checks over \$100 - December 2021 Meeting

11/17/2021	204749	ABUNDANT LIFE	Site/Teacher Nov payouts	\$ 14,871.20
11/17/2021	204751	ADA SPORTS & RACKETS, LLC	Phy Ed Supplies	\$ 569.00
11/17/2021	204752	ALLINA HEALTH SYSTEM	consult	\$ 150.16
11/17/2021	204769	AMAZON.COM	supplies	\$ 8,715.07
11/17/2021	204770	ANDERSON, TYLER	official; gbb v; 11/12/21	\$ 125.00
11/17/2021	204771	ARCHKEY TECHNOLOGIES	Dist Wide Programming	\$ 625.00
11/17/2021	204772	AT&T	monthly phone invoice	\$ 1,497.96
11/17/2021	204774	AT&T BUSINESS DIRECT	monthly phone invoices	\$ 1,658.70
11/17/2021	204775	BELL, DAVID	Reim Travel Expenses	\$ 333.76
11/17/2021	204776	BIO-RAD LABORATORIES	Science Supplies	\$ 261.40
11/17/2021	204780	BUSSE, ALYSSA	RF4C Teacher Inservice	\$ 140.00
11/17/2021	204781	CDW GOVERNMENT	Efax	\$ 3,572.32
11/17/2021	204783	CESA 11	trainings	\$ 755.00
11/17/2021	204784	CHILD CENTER	Site/Teacher Nov payouts	\$ 8,717.60
11/17/2021	204785	CHIPPEWA VALLEY SPORTING GOODS	Women's Bballs w/logos	\$ 1,290.00
11/17/2021	204786	CINTAS	BG Expense	\$ 278.20
11/17/2021	204787	COMPUTER INTEGRATION TECHNOLOGIES I	computers/mgd back-up	\$ 8,889.43
11/17/2021	204789	ELENCO ELECTRONICS, INC.	Snap Circuit sets for WS	\$ 825.50
11/17/2021	204790	EMBI TEC	Science Supplies	\$ 541.00
11/17/2021	204792	EXPRESS SERVICES INC	sub fulfillment	\$ 4,671.84
11/17/2021	204796	HAGLUND, KEVIN	official; gbb v; 11/12/21	\$ 125.00
11/17/2021	204799	HIGH NOON BOOKS	books	\$ 114.00
11/17/2021	204801	HILLYARD, INC.-MPLS	Maint supplies	\$ 14,818.33
11/17/2021	204802	HUB 70 DESIGN AND PRINT	supplies	\$ 579.70
11/17/2021	204804	ILLUMINATE EDUCATION, INC.	Product Implementation	\$ 6,868.25
11/17/2021	204805	ION, INC.	two-way radios	\$ 858.70
11/17/2021	204806	JACOB'S LADDER	Site/Teacher Nov payouts	\$ 22,050.40
11/17/2021	204808	JOHNSON CONTROLS FIRE PROTECTION LP	Deficiency Repairs	\$ 1,294.41
11/17/2021	204809	KAISER, ANGELA	RF4C Teacher Inservice	\$ 120.00
11/17/2021	204812	LANGLADE SPRINGS, LLC	supplies	\$ 158.40
11/17/2021	204814	LARSON'S APPLIANCE CENTER	New Dishwasher	\$ 569.00
11/17/2021	204816	LASER PRODUCT TECHNOLOGIES	lease pymts	\$ 2,139.78
11/17/2021	204818	LITTLE ADVENTURES 1	Site/Teacher Nov payouts	\$ 7,692.00
11/17/2021	204819	LITTLE ADVENTURES 2	Site/Teacher Nov payouts	\$ 14,871.20
11/17/2021	204821	MARK'S PLUMBING PARTS	Plumbing Repair Parts	\$ 177.50
11/17/2021	204822	MASTERCARD CORPORATE CLIENTS	monthly invoices	\$ 17,478.89
11/17/2021	204823	MEP ASSOCIATES, LLC	Welding Shop Exhaust Fan	\$ 165.00
11/17/2021	204825	MINNESOTA COACHES, INC./HASTINGS BUS	CE 12/8 trip	\$ 580.39
11/17/2021	204826	MINNESOTA STATE UNIVERSITY	indoor track & field meet	\$ 450.00
11/17/2021	204831	OTIS ELEVATOR COMPANY	Elevator Contract	\$ 4,960.80
11/17/2021	204832	PARTS TOWN, LLC	Parts-repair steam kettles	\$ 303.59
11/17/2021	204833	PERMA-BOUND	English Books	\$ 229.20
11/17/2021	204834	PIERCE COUNTY HIGHWAY DEPT.	Spray patching	\$ 1,426.97
11/17/2021	204836	RIVER CITY STITCH LLC	WS Character Ed shirts	\$ 441.60
11/17/2021	204838	RIVER FALLS MUNICIPAL	monthly invoices	\$ 77,456.43
11/17/2021	204839	SCHAEFFER MFG INC	BG Oil	\$ 6,968.50
11/17/2021	204840	SCHOLASTIC INC	Action Renewal	\$ 104.39

4

Checks over \$100 - December 2021 Meeting

11/17/2021	204841	SCHROYER, TYLER	official; gbb v; 11/12/21	\$ 125.00
11/17/2021	204843	SHELDON, THE	CE - Andy & Bing tickets	\$ 1,160.00
11/17/2021	204845	SHIFFLER EQUIPMENT SALES INC	Chair Leg Caps	\$ 140.00
11/17/2021	204846	SHIRT SPACE	t-shirt order-art	\$ 259.51
11/17/2021	204848	SOLIANT HEALTH, LLC	Holdorf Services Week 1	\$ 2,150.00
11/17/2021	204849	SPARLING, EMILY	Reim Lic & fingerprinting	\$ 136.00
11/17/2021	204853	STAPLES -(PAPER)	supplies	\$ 4,834.93
11/17/2021	204854	SWANSON, KAREN	Reim Travel Expenses	\$ 495.28
11/17/2021	204857	THE UNIVERSITY PRESCHOOL	Site/Teacher Nov payouts	\$ 8,717.60
11/17/2021	204858	UWRF	Facilities Rental/usage	\$ 2,608.75
11/17/2021	204861	VISGER, MELISSA	RF4C Teacher Inservice	\$ 140.00
11/17/2021	204862	VORTEX TOOL COMPANY	Bits for the shop	\$ 102.12
11/17/2021	204863	WI ASSOC OF SCHOOL BOARDS,INC	State Ed Convention	\$ 2,720.00
11/17/2021	204864	WEISENBECK, NICK	official; gbb; 11/12/21	\$ 125.00
11/17/2021	204865	WILLIAMS, TRACY	KC Refund	\$ 550.99
11/22/2021	204869	ALLEN, ZACHARY	BG Driver Meals	\$ 266.00
11/22/2021	204872	BERMAN, TAYLOR	reim supplies	\$ 211.36
11/22/2021	204873	BIO CORPORATION	Science Supplies	\$ 618.77
11/22/2021	204875	CHRISTENSEN, CARLIE	official; bho v & jv;11/16/21	\$ 160.00
11/22/2021	204876	CHRISTENSEN, CARTER	official; bho v & jv;11/16/21	\$ 140.00
11/22/2021	204877	CHROMEBOOKPARTS.COM	Panels/Keyboards	\$ 1,199.85
11/22/2021	204878	CINTAS	BG Expense	\$ 139.10
11/22/2021	204879	CLASSLINK, INC.	Removal Disct Balance	\$ 1,154.01
11/22/2021	204880	COUNTRYSIDE PLUMBING & HEATING, INC.	backed up drain	\$ 437.50
11/22/2021	204883	ELLS, JAMES	BG Driver Meals	\$ 120.00
11/22/2021	204884	EPSTEIN, GARY	BG Driver Meals	\$ 275.00
11/22/2021	204886	EXPRESS SERVICES INC	Sub Fulfillment	\$ 7,115.36
11/22/2021	204889	FIELD ENVIRONMENTAL CONSULTING INC	Dist Wide Annual NTE	\$ 281.22
11/22/2021	204891	FOLLETT SCHOOL SOLUTIONS, INC.	Barcode Label Protectors	\$ 673.00
11/22/2021	204892	GILBY'S STREET DEPT	Prep and paint bus hood	\$ 1,600.00
11/22/2021	204894	H&B SPECIALIZED PRODUCTS, INC	Repair bball ht adjusters	\$ 567.00
11/22/2021	204895	HARRIS	Welding Fan Project, et al.	\$ 67,398.58
11/22/2021	204898	HORIZON COMMERCIAL POOL SUPPLY-INC	Wave Remote Control	\$ 147.41
11/22/2021	204900	HUFFSTUTLAR, CRYSTAL	BG Driver Meals	\$ 303.00
11/22/2021	204901	INDUSTRIAL ARTS SUPPLY CO	supplies	\$ 478.05
11/22/2021	204902	JAECKEL, BRYAN	Reim supplies	\$ 115.35
11/22/2021	204904	KOHN LAW FIRM S.C.	Payroll accrual	\$ 407.77
11/22/2021	204908	LASER PRODUCT TECHNOLOGIES	monthly copies	\$ 4,680.97
11/22/2021	204909	LASER PRODUCT TECHNOLOGIES	monthly lease pymts	\$ 472.18
11/22/2021	204911	LINTON, TYLER	BG Driver Meals	\$ 137.00
11/22/2021	204913	LONGSDORF, TAMI	reim BSO Banquet	\$ 284.59
11/22/2021	204914	LUEDTKE, KRISTOPHER	Reim Grad Course Tuition	\$ 1,830.00
11/22/2021	204915	MALONEY, ERYN	Reim musical supplies	\$ 344.71
11/22/2021	204916	MAZUR, ALEXANDER	musical pit contract	\$ 400.00
11/22/2021	204917	MESSERLI & KRAMER	Payroll accrual	\$ 221.67
11/22/2021	204918	MIDWEST BUS PARTS INC	Lens Kit	\$ 142.28
11/22/2021	204920	MOE, LOGAN	Reim Travel Expenses	\$ 269.50

45

Checks over \$100 - December 2021 Meeting

11/22/2021	204921	NELSON, CRAIG	BG Driver Meals	\$ 194.00
11/22/2021	204922	NEO ELECTRICAL SOLUTIONS LLC	install power	\$ 1,369.54
11/22/2021	204923	O'REILLY AUTO PARTS	BG Supplies	\$ 167.58
11/22/2021	204924	PIERCE COUNTY SOLID WASTE DEPT	Tires	\$ 294.40
11/22/2021	204926	PLUM, SARAH	Reim musical supplies	\$ 875.26
11/22/2021	204928	RELIANCE ELECTRIC MOTORS	Motor for PRV 2	\$ 139.91
11/22/2021	204929	RICHISON, JAMES II	official; bho jv & v;11/16/21	\$ 160.00
11/22/2021	204930	RIVER MOON COFFEE ROASTING CO	Wiley Supplies	\$ 280.50
11/22/2021	204931	RIVERSIDE INSIGHTS	WJ Forms	\$ 249.93
11/22/2021	204932	RIVER STATES TRUCK & TRAILER	Hose	\$ 201.04
11/22/2021	204934	ROGERS, NANCY	Reim Oct Mileage	\$ 176.85
11/22/2021	204935	RUDIG TROPHIES	Medals, engraving	\$ 565.60
11/22/2021	204936	SANOCKI, MIKAYLA	Reim registration	\$ 175.00
11/22/2021	204937	SCHERZ, RYAN	reim leadership dinner	\$ 174.55
11/22/2021	204938	SCHOOL HEALTH CORPORATION	health office gloves	\$ 141.87
11/22/2021	204941	SOLIANT HEALTH, LLC	Holdorf Week 2	\$ 2,150.00
11/22/2021	204943	STAPLES -(PAPER)	supplies	\$ 1,339.23
11/22/2021	204944	SUTTON, WHITNEY	Reim Travel Expenses	\$ 297.80
11/22/2021	204945	T-MOBILE	bus wifi & hotspots	\$ 5,218.40
11/22/2021	204946	ULINE	Black Folding Tables	\$ 1,786.78
11/22/2021	204948	UNITED WAY ST.CROIX VALLEY	payroll accrual	\$ 125.50
11/22/2021	204951	WAINWRIGHT, JIM	musical pit contract	\$ 650.00
11/22/2021	204953	WFEA	Slate Conf Reg-B Dado	\$ 225.00
11/22/2021	204954	WISCONSIN BUS SALES	Bumper, Front, Steel	\$ 778.40
11/22/2021	204955	WI SCTF	payroll accrual	\$ 207.51

RIVER FALLS BOARD OF EDUCATION MEETING

Tuesday, December 21, 2021

Personnel Agenda:

1. Recommended acceptance of the resignation of Ellen Puff as full-time English-Language Arts Teacher at River Falls High School effective December 17, 2021.
2. Recommended acceptance of the resignation of Alyson Niehans as full-time Social Studies Teacher at River Falls High School effective January 14, 2022.
3. Recommended approval of the hiring of the following short term, on call Substitute Teachers:
 - a) Rhonda Klink
 - b) Gabriel Nord
 - c) Forrester Smith
 - d) Matthew Shoemaker
 - e) Brady Klatt
 - f) Andrea Uetz
 - g) Erin Bitter
 - h) Maxwell Haskins

School District of River Falls
Educational Program Committee meeting Report

Monday, December 6, 2021 - 6:00 PM
District Office, 852 E Division Street, River Falls, Wisconsin 54022

The Board of Education's Educational Program Committee meeting was held on Monday, December 6, 2021 at District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Tuchtenhagen called the meeting to order at 6:00 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations, and sent to the Star Observer, WEVR Radio Station, and the Eau Claire Leader Telegram.

PRESENT

Committee Members Alan Tuchtenhagen (Chair), Bob Casey, and Lindsey Curtis were present. Board members Stacy Johnson Myers and Todd Schultz were present. Director of Academic Services Jennifer Peterson, Director of Human Resources David Bell and River Falls High School Principal Kit Luetke were present. Community members Natash Marcel and Jim Salder, and teacher Anna Zalusky were also present.

HEARING OF VISITORS OR DELEGATIONS

1. Approve the first reading of revised Board Policy 352 - Field Trips/Extended Trips

District Administration presented committee members with revisions to School Board Policy 352 - Field Trips/Extended Trips for approval.

Alan Tuchtenhagen moved, seconded by Bob Casey to approve the first reading of revised Board Policy 352 - Field Trips/Extended Trips. Motion passed unanimously (3-0).

2. Approve the first reading of revised Board Policy 352 - Rule Guidelines for Field Trips/Extended Trips

District Administration presented committee members with revisions to School Board Policy 352 - Rule Guidelines for Field Trips/Extended Trips for approval.

Alan Tuchtenhagen moved, seconded by Bob Casey to approve the first reading of the revised School Board Policy 352 - Rule Guidelines for Field Trips/Extended Trips. Motion passed unanimously (3-0).

3. Update regarding the River Falls eSchool Charter School Benchmarks

District Administration provided committee members with an update regarding the current status of the River Falls School Charter School Benchmarks. Information presented is in draft form and is currently being reviewed by DPI and the Wisconsin Resource Center for Charter Schools (WRCCS) to ensure compliance. A final virtual charter school contract will be presented to the School Board for approval in January prior to the established deadline.

No action, informational only.

4. 2020-21 River Falls School District Report Card Presentation

Jennifer Peterson, Director of Academic Services, presented the 2020-21 River Falls School District and School Report Card information. Information provided to committee members included formatting revisions to the District and School Report Cards beginning with the 2020-21 Report Cards as well as our overall performance indicators.

No action, informational only.

5. Proposed/suggested items for the next regular and future Board meeting agenda(s)

Board members will be given the opportunity to suggest items for future Board member agendas. No additional suggestions were made at this time.

6. Schedule next Board/Committee meetings

Upcoming committee meeting dates, times, and locations will be reviewed.

Educational Program Committee meeting, Monday, January 10, 2021, 6:00 p.m.

The meeting will be held at the District Office conference room, 852 E Division Street.

7. The meeting was adjourned at 7:38 p.m.

SCHOOL DISTRICT OF RIVER FALLS
River Falls, Wisconsin 54022

352

FIELD TRIPS ~~/EXTENDED TRIPS~~

The educational benefits of field trips and outdoor activities are recognized and encouraged by the School Board. These trips must be of an educational nature, pertain to a specific element of the curriculum, and be integrated into the curriculum.

TRIP CATEGORIES

Student trips will be categorized within three general areas:

- A. Instructional Trips: Trips that take place during the school day, related directly to a course of study, class unity/enjoyment project, and generally require student participation. These trips shall be subject to review and approval of the building principal and generally are financed by school district funds within budget constraints.
- B. Supplementary Trips: Trips in which students voluntarily participate, such as classroom, grade level, and building trips, as well as trips for student activities, **athletics**, clubs, and other special interest groups. These trips are subject to review and approval of the building principal or activities director, and may include financial contributions by students to participate.
- C. Extended Trips: Trips that require departure and/or return times that fall outside of the normal hours of the school day, involve ~~travel beyond a 150-mile one-way radius from River Falls~~, overnight trips, ~~trips to foreign countries~~, or field trips that involve student fund-raising.
- D. **Abroad Trips: Trips that involve travel to a foreign country.**

TRIP PREPARATION and ORGANIZATION

It is the general expectation of the School Board **and District Administration** that all trips will be well-planned, conducted in an orderly manner and safe environment, and will relate directly to the objectives of the class, organization, club, or activity for which the trip is requested.

Equity and Safety -- Every effort will be made to ensure that trips are accessible to all students and to remove barriers related to equity.

Considerations include:

- a. Trip cost to students and families;
- b. Student safety; prevention and response protocols for illness and/or injury management;
- c. Overnight accommodations;
- d. Physical access / student ability to participate; and
- e. All trips are subject to Title IX requirements

TRIP APPROVAL PROCESS

Prior Approval -- All requests for student field trips are to be submitted by the teacher(s) to the building principal for prior approval. The principal must ensure that all trips have proper chaperoning and will not create extreme problems in the total educational program of his/her building.

Instructional and supplementary trips require the approval of district administration including the school principal.

Extended trips require both Principal and Superintendent approval. All required paperwork must be submitted at least 90 days prior to the extended trip for approval when practical/reasonable.

Abroad trips first require initial support of the Principal and Superintendent before being presented for final approval by the School Board. Abroad trips should be presented to the School Board no less than 180-days prior to the date of the trip.

TRIP FINANCIAL SUPPORT

~~Field trips may be approved within the limitations imposed by the budget.~~

The School Board acknowledges and supports the efforts of booster clubs, Parent-Teacher Organizations, and similar organizations in helping to provide field trip opportunities for students. **Financial support, including fund-raising, must be in compliance with Title IX when applicable.**

If transportation is necessary, it will be provided by the district whenever possible.

The School Board directs the Superintendent to create and disseminate procedures for instructional, supplementary, extended, and **abroad** field trips.

LEGAL REF.: Sections 121.54(7), Wisconsin Statutes

REFERENCE: 352-Exhibit Procedure
352-Rule Guidelines for Extended, Overnight and Abroad Field Trips

APPROVED: March 19, 1973

REVISED: September 16, 1991
June 29, 1998
April 21, 2008
November 16, 2009
May 16, 2016
December xx, 2021

SCHOOL DISTRICT OF RIVER FALLS
River Falls, Wisconsin 54022

352-Rule

GUIDELINES FOR **EXTENDED, OVERNIGHT AND ABROAD** FIELD TRIPS / ~~EXTENDED~~
TRIPS

1. Teachers are responsible for determining appropriate field trips for students which have educational value. Teachers must submit a plan for the trip to the principal for review and approval well in advance of the trip.
2. **TRIP CATEGORIES:** The building principal is responsible for reviewing and approving all **instructional and supplementary** field trips and for providing detailed procedures for all student trips, including parental involvement, supervision, costs, accommodations, equity, safety and other factors deemed important and in the best interest of students.

Equity and Safety -- Every effort will be made to ensure that trips are accessible to all students and to remove barriers related to equity.

Considerations include:

- a. **Trip cost to students and families;**
 - a. **Student safety; prevention and response protocols for illness and/or injury management;**
 - b. **Overnight accommodations;**
 - c. **Physical access / student ability to participate; and**
 - d. **All trips are subject to Title IX requirements**
3. In approving field trips, the principal will consider frequency of field trips by students, impact of the trip on the overall education of students, and **district** budgetary constraints **that minimize family financial impact and financial impact on students and families.**
 4. Upon approval of the trip, teachers are responsible for notifying parents of the plans for the trip, receiving parent permission for participation on the trip, obtaining chaperones for the trip, submitting to the principal and Supervisor of Transportation an accurate listing of students transported on the trip, and properly handling of funds necessary for the trip. All district financial procedures will be followed. **All field trip artifacts should be on file with the building principal's office (e.g. parent letters, transportation requests, etc.**
 5. Rules of conduct and discipline for students and employees shall apply to all student field trip activities. All school district policies shall apply during field trips, and teachers are responsible for student behavior and discipline for the duration of the trip. Additional rules may be established by trip chaperones and contracted carriers to ensure student safety. Students will be expected to comply with these rules at all times.
 6. Students going on field trips shall be counted as present and permitted to make up any regular school work that has been missed. They will not be placed at a disadvantage because of participation in a school-sponsored trip.

7. The teacher shall notify the principal or district administration by telephone, immediately, in the event of an accident or other unforeseen circumstances.
8. Transportation shall generally be furnished through a school-owned vehicle **whenever possible**. The Supervisor of Transportation shall be notified at least one week in advance of the proposed field trip. In the unusual event that a private vehicle is approved for use, a certificate of insurance must be on file in the principal's office prior to the trip.
9. Proposals for Extended **Overnight** Trips shall be made to ~~the School Board upon approval of the building principal and recommendation of the Superintendent~~ **for prior approval**. Extended trips include any one of the following characteristics: ~~trips of more than a 150-mile one-way radius, trips that tour foreign countries, overnight trips and those trips involving student fund-raising. Proposals for Extended Trips shall be presented to the Board's Educational Program Committee prior to full Board action at a regular meeting.~~
10. **Abroad trips first require initial support of the Principal and Superintendent before being presented for final approval by the School Board. Abroad trips should be presented to the School Board no less than 180-days prior to the date of the trip. All required and final paperwork must be submitted at least 90 days prior to the extended trip for approval when practical/reasonable.**
11. ~~Extended~~ **and Abroad** trips should generally be scheduled during vacation times to minimize the loss of teacher/student school time. Extended **and Abroad** trips should not exceed ten (10) **calendar** days in total length during the school year ~~calendar~~ or fourteen (14) **calendar** days in total length during the summer break.
12. All proposals for school-sponsored extended trips shall be presented to the building principal and the superintendent prior to any preliminary discussion with students, fund-raising activities, or any public announcements.
13. Requests for school-sponsored extended trips should be submitted a minimum of 90 days prior to the trip and requests for school-sponsored ~~extended~~ **abroad** trips to foreign countries shall be submitted at least 180 days prior to the trip. All requests shall include the following information as appropriate to the activity:
 - a. An explanation of the instructional purposes of the trip and how it complements district curriculum objectives.
 - b. Housing and travel plans, including the length of time for travel including departure and return times and dates. **(Plans must include any COVID mitigation protocols.)**
 - c. Approximate number of students.
 - d. An explanation of all financial arrangements.

- e. The cost of the trip per participant and what is and is not included in the price.
 - f. A count of the number of free transports if any are furnished, and to whom they will be granted.
 - g. A list of the names of chaperones who will accompany the students. The trip organizer is to be an employee of the School District of River Falls. Additional supervisors are to be adults approved by the building principal.
 - h. Deadlines for forfeiture of deposit if a student signs up for a trip and then decides not to participate.
 - i. A list of fund-raising activities and/or organizations that will be solicited for support.
 - j. For overnight travel, particularly to destinations out of state or in foreign countries, a detailed proposal from the contractor planning and booking the trip, including a list of references of the contractor organizing the trip, evidence of insurance coverage, and transportation by a bonded carrier.
 - k. Any requests for modifications of this procedure
14. Participation in supplementary, extended and abroad trips should be voluntary, with no sanctions resulting from student non-participation.
15. Generally speaking, trips routinely scheduled for regional or state athletic or extracurricular events, seasonal practices, or tournaments are not considered extended trips.
- ~~16. All costs for extended trips, including costs incurred for chaperones, shall be borne by participants on the extended trip. There shall be no cost to the school district beyond evaluating and screening chaperones. In planning extended trips, staff members need to be aware of the financial and academic impact on students and families. Consideration of such impact should strongly affect the destination, frequency, and planned activities of the extended trip.~~
17. **TRIP FINANCIAL SUPPORT:** The School Board acknowledges and supports the efforts of booster clubs, Parent-Teacher Organizations, and similar organizations in helping to provide field trip opportunities for students. **Financial support, including fund-raising, must be in compliance with Title IX when applicable.**

All costs for extended and abroad trips, including costs incurred for chaperones, shall be borne by participants. **The school district will consider covering the cost of all chaperones if / when it would reduce student costs.** ~~There shall be no cost to the school district beyond evaluating and screening chaperones. In planning extended and abroad trips, staff members need to be aware of the financial and academic impact on~~

students and families. Consideration of such impact should strongly affect **impact** the **choice of** destination, frequency, and planned activities of the extended trip.

18. Supervision shall be provided in the ratio of no more than 15 students per adult. The minimum shall be 7 students to 1 adult.
19. All students participating in ~~extended~~ **and-abroad** trips are expected to abide by trip conduct rules and regulations and the rules of the school. Any student violating such rules will be subject to disciplinary action up to and including being sent home at the parent's/guardians' expense. A parent meeting will be held or a letter will be sent home, along with the parent permission form, explaining the rules.
20. A detailed itinerary and an alphabetized list of students and other individuals participating in the extended trip will be on file in the principal's office one week before departure. The list shall include emergency contacts and all medical information for individual students with specific medical needs and/or conditions. The list of students with the dates of the trip will be distributed to the faculty and/or attendance office at this time.

REFERENCE: 352 Field Trips–Extended Trips
352-Exhibit Procedure

APPROVED: June 29, 1998

REVISED: November 16, 2009
May 16, 2016
December XX, 2021

School District of River Falls
Finance and Facilities Committee Meeting Report

Monday, December 13, 2021 - 5:45 PM
District Office, 852 E Division Street, River Falls, Wisconsin 54022

The Board of Education's Finance and Facilities Committee meeting was held on Monday, December 13, 2021 at District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Schultz called the meeting to order at 5:48 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations, and sent to the Star Observer, WEVR Radio Station, and the Eau Claire Leader Telegram.

PRESENT

Committee members Todd Schultz (Chair), Amy Halvorson (remote) and Stacy Johnson Myers were present. Also present were Board members Bob Casey (left 6:47), Lindsey Curtis, and Cindy Holbrook (arrived 6:57). Superintendent Jamie Benson, Director of Finance and Facilities Chad Smurawa were also present.

HEARING OF VISITORS OR DELEGATIONS

1. Review 2022-24 Budget Projection

Smurawa provided a 3-Year District Budget Overview with the most current state and federal aid information available. The intention was to provide context as 2022-23 budget parameters are set. Smurawa also provided specific details regarding the 2023-24 "budget cliff."

No action, informational only.

2. Update on the Construction Manager at Risk and Architect agreements

Smurawa provided an update that our school district attorney at Weld Riley is currently reviewing the contract language with LHB (new district Architect/Engineer) and Kraus Anderson (Construction Manager at Risk).

No action, informational only.

3. Update on the Renaissance Charter Academy relocation

Short Term Relocation Update:

An update was shared with committee members that Ross & Associates and LHB are currently developing options for the Renaissance Charter Academy.

Long Term Relocation Update:

Administration shared the 'Due Diligence' findings with committee members.

No action, informational only.

4. Proposed/suggested items for the next regular and future Board meeting agenda(s)

As always, Board members will be given the opportunity to suggest items for future Board member agendas. There were no suggestions at this time.

5. Schedule next Board/Committee meetings

Set the meeting schedule as follows:

Finance and Facilities Committee meeting, Monday, January 17, 2021, 5:45 p.m.

The meeting will be held in the District Office Conference room.

ADJOURN

Chair Schultz declared the meeting adjourned at 7:10 p.m.

Todd Schultz, Finance and Facilities Committee Chair

School District of River Falls
Personnel Committee Meeting Report

Monday, December 13, 2021 - 7:00 PM
District Office
852 E Division Street
River Falls, Wisconsin 54022

The Board of Education's Personnel Committee meeting was held on Monday, December 13, 2021 at District Office 852 E Division Street River Falls, Wisconsin 54022. Chair Halvorson called the meeting to order at 7:10 PM. It was ascertained that notice of the meeting had been properly posted in the appointed locations, and sent to the Star Observer, WEVR Radio Station, and the Eau Claire Leader Telegram.

PRESENT

Committee Members Amy Halvorson (Chair-Virtual), Cindy Holbrook, and Stacy Johnson Myers were present. Board members Lindsey Curtis and Todd Schultz were present. Superintendent Jamie Benson, Director of Finance and Facilities Chad Smurawa, Director of Academic Services Jennifer Peterson, and Director of Human Resources and Leadership Development David Bell were also present.

1. CALL TO ORDER - 7:10 P.M. AT THE DISTRICT OFFICE CONFERENCE ROOM

2. MANNER OF PUBLIC NOTIFICATION OF MEETING

3. HEARING OF VISITORS OR DELEGATIONS

4. TEACHER COMPENSATION PLAN MODIFICATIONS

The Compensation Steering Committee is seeking Board of Education approval to move forward with revising the Teacher Professional Compensation Plan.

Action: Motion by Johnson Myers, second by Holbrook to approve teacher professional compensation plan revisions. Motion approved 3-0.

5. KIDS CLUB JOB DESCRIPTION REVISIONS

Angela Bohnert is requesting an update to the following Kids Club employee job descriptions: Coordinator, Site Manager, Lead Teacher, and Assistant Teacher. She is also requesting the addition of a new position: High School Helper.

Action: Motion by Holbrook, second by Johnson Myers to approve teacher professional compensation plan revisions. Motion approved 3-0.

6. PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE BOARD MEETING AGENDA(S)

The following agenda items were requested for future Personnel Meetings:

- An update on efforts to address the substitute shortage.
- Review of the Health Insurance bidding process.

7. SCHEDULE NEXT BOARD/COMMITTEE MEETINGS

Upcoming committee meeting dates, times, and locations will be reviewed.

Recommended Action: Set the meeting schedule as follows: Personnel Committee meeting, Monday, January 17, 2021, 7:00 p.m. *The meeting will be held at the District Office, 852 E. Division Street.*

8. THE PERSONNEL COMMITTEE MOVED TO EXECUTIVE SESSION PURSUANT TO WISCONSIN § 19.85(1)(C)(E) FOR THE PURPOSE OF APPROVING 2022-23 BARGAINING GOALS.

Action: Motion by Johnson Myers, second by Holbrook to move to executive session. Johnson Myers-Yes, Holbrook-Yes, Halvorson-did not participate due to virtual attendance.

Amy Halvorson, Personnel Committee Chair

**SCHOOL DISTRICT OF RIVER FALLS
PERSONNEL COMMITTEE EXECUTIVE SESSION REPORT**

Monday, December 13, 2021
District Administrative Office Conference Room

An executive session was held pursuant to Wisconsin Statute Section 19.85(1)(c)(e) for the purpose of discussing 2022-23 bargaining goals.

PRESENT

Committee Members Cindy Holbrook, and Stacy Johnson Myers were present. Board members Lindsey Curtis and Todd Schultz were present. Superintendent Jamie Benson, Director of Finance and Facilities Chad Smurawa, and Director of Human Resources and Leadership Development David Bell were also present.

1. BARGAINING GOALS FOR 2022-23

Background: Prior to commencing contract negotiations with employee groups, a draft of 2022-23 bargaining goals was presented.

Action: Information only. No action taken.



TEACHER COMPENSATION MODEL UPDATE

BACKGROUND

The River Falls ***Teacher** compensation model is a dynamic plan that identifies and rewards educator practices, experiences, and performance. The system is designed to be clear, sustainable, and promote an engaging learning environment that empowers all students to reach their full potential. The model is intended to reward teachers for effective teaching experience, advanced training and skills, and performance.

Teachers will no longer have to document the attainment of professional development points, instead, teachers will engage in authentic self-reflection to annually determine personalized professional development aligned to district priorities.

Teachers will be expected to complete annual Educator Effectiveness (EE) requirements, and earn a satisfactory summary evaluation. While these expectations are not changing, the vision is that this process will be a meaningful, focused, and collaborative exercise.

***Note:** For the purposes of this document, teacher includes all certified staff (counselors, school psychologists, Library Media Specialists, OT, PT, etc)

SUMMARY OF ADJUSTMENTS

1. [REMOVAL OF PROFESSIONAL COMPENSATION POINT REQUIREMENTS](#)
2. [SALARY SCHEDULE REORGANIZATION INTO A CAREER LADDER.](#)
3. [SUPPLEMENTAL PAY](#)
4. [COMPENSATION BEYOND TEACHER CONTRACT](#)
5. [PARTICIPATION IN SCHOOL, DEPARTMENT, AND DISTRICT COMMITTEES AND PROFESSIONAL MEETINGS](#)

APPENDIX A	<u>EDUCATOR EFFECTIVENESS (EE) REQUIREMENTS</u>
APPENDIX B	<u>PLAN OF ASSISTANCE DETAILS</u>
APPENDIX C	<u>FREQUENTLY ASKED QUESTIONS (FAQ)</u>
APPENDIX D	<u>IMPLEMENTATION TIMELINE</u>

1. REMOVAL OF PROFESSIONAL COMPENSATION POINT REQUIREMENTS

After analysis and reflection, the 2022-23 teacher compensation model update will remove ‘point’ attainment as a requirement for level advancement. The district will continue to offer robust and differentiated professional development opportunities for teachers to attain this growth. Teachers will still have the opportunity to engage in the activities that will best help them meet their professional practice goals, however, they will no longer be required to document this growth through point attainment.

2. SALARY SCHEDULE REORGANIZATION INTO A CAREER LADDER

CAREER LADDER PLACEMENT.

- Teachers will be transferred based on their placement on the 2021-22 salary scale.
- If there was a misalignment of more than three years between years of RFSD experience, approved prior experience (not actual), and the new career ladder placement, then an adjustment will be considered. To be considered, a teacher, must:
 - Submit a request to the Director of Human Resources to review the salary placement.
 - Demonstrate they have not been denied level advancement for not completing PD points and/or being on a plan of assistance.
 - The max adjustment will be one level on the Career Ladder.

CAREER LADDER ADVANCEMENT

Teachers will be credited with an effective year of experience upon successful completion of the Educator Effectiveness (EE) requirements for the year. EE requirements will vary depending on if the teacher is in a supporting or summary year. The specific requirements are outlined in [Educator Effectiveness\(EE\) requirements](#).

CAREER TIERS

1. FIRST YEAR (NEW): Teachers new to the district, with no recognized prior experience, start at this career level.
2. CAREER TIER A (A1-A3)
3. CAREER TIER B (B1-B3)
4. CAREER TIER C (C1-C3)
5. CAREER TIER D (D1-D3)
6. CAREER TIER E (E1-E3)
7. CAREER TIER F (F1-F3)
8. CAREER TIER G (G1-G3)
9. CAREER TIER H (H1-H3)
10. CAREER TIER V: Veteran Teachers continue to earn base wage and supplement increases, however, they are no longer eligible for Career Tier Advancement.

CAREER LADDER SALARY INCREASES

The ladder will be adjusted each year to reflect the following potential salary increases for teachers.

BASE WAGE INCREASE: Each year the Board of Education will negotiate the total BASE WAGE increase. Under current law, the BASE WAGE increase can not exceed the Consumer Price Index (CPI) for the prior year. The distribution of the BASE WAGE increase is at the discretion of the Board of Education.

AUXILIARY WAGE INCREASE: At the sole discretion of the Board of Education, and based on available funding, the Board of Education may determine an auxiliary wage increase. The distribution of the AUXILIARY WAGE increases will be determined based on compensation analysis and could be in the form of a per cell increase, percentage per cell increase, or targeted to a specific career tier.

CAREER TIER ADVANCEMENT: Career Tier advancement occurs every three years. Career Tiers are defined on the ladder. Career Tiers will be set at the Board's discretion based on available funding and market comparable analysis. Career Tiers will be analyzed on a yearly basis. The purpose of the Career Tiers is to clearly communicate potential salary growth to teachers. Generally, a teacher's raise will be higher in a year when they advance to a new career tier.

LADDER PLACEMENT TRANSITION GUIDE

IF THIS WAS YOUR 2021-22 TIER/LEVEL	ASSUMING YOU QUALIFIED FOR LEVEL MOVEMENT, YOUR 2022-23 TIER/LEVEL WOULD HAVE BEEN THIS:	IF THE PROPOSED CAREER LADDER IS APPROVED FOR 2022-23 IS APPROVED, THEN YOUR LADDER DESIGNATION WILL BE:
3,15	3,16	V+3
3,14	3,15	V+2
3,13	3,14	V+1
3,12	3,13	V
3,11	3,12	H3
3,10	3,11	H2
3,9	3,10	H1
3,8	3,9	G3
3,7	3,8	G2
3,6	3,7	G1
3,5	3,6	F3
3,4	3,5	F2
3,3	3,4	F1
3,2	3,3	E3
3,1	3,2	E2
2,7	3,1	E1
2,6	2,7	D3
2,5	2,6	D2
2,4	2,5	D1
2,3	2,4	C3
2,2	2,3	C2
2,1	2,2	C1
1,5	2,1	B3
1,4	1,5	B2
1,3	1,4	B1
1,2	1,3	A3
1,1 (1-year exp in 21-22)	1,2	A2
1,1 (new in 21-22)	1,1	A1
NA	1,0	NEW

2021-22 MOCK LADDER

Below is a graphic that represents what the ladder would look like if we had transitioned in 2021-22. **This is not what the ladder will look like in 2022-23.** Each career level amount will be updated to reflect base wage and auxiliary wage increases.

2021-22 MOCK LADDER IF ADJUSTMENT HAD BEEN MADE THIS YEAR.			
2021-22 TIER/LEVEL	LADDER DESIGNATION	*BA	*MA
3,13+	V+		<i>Up to \$78,572</i>
3,13	V1		\$76,572
3,12	H3		\$75,272
3,11	H2		\$73,972
3,10	H1		\$72,672
3,9	G3		\$71,372
3,8	G2		\$70,072
3,7	G1	\$65,372	\$68,772
3,6	F3	\$64,072	\$67,472
3,5	F2	\$62,772	\$66,172
3,4	F1	\$62,172	\$64,872
3,3	E3	\$60,872	\$63,572
3,2	E2	\$59,572	\$62,272
3,1	E1	\$58,272	\$60,972
2,7	D3	\$56,972	\$59,472
2,6	D2	\$55,672	\$58,172
2,5	D1	\$54,372	\$56,872
2,4	C3	\$53,072	\$55,572
2,3	C2	\$51,772	\$54,272
2,2	C1	\$50,472	\$52,972
2,1	B3	\$49,172	\$51,672
1,5	B2	\$47,070	\$49,570
1,4	B1	\$45,840	\$48,340
1,3	A3	\$44,610	\$47,110
1,2	A2	\$43,380	\$45,880
1,1-1,0	A1-NEW	\$42,150	\$44,650

KEY DIFFERENCES BETWEEN THE CAREER LADDER AND CURRENT SALARY SCHEDULE

1. Teachers will not have to complete points to advance to the next level. The requirement for a satisfactory evaluation and completion of required EE documents remains the same.
2. The bold and highlighted salaries signify **Career Tiers** on the ladder. Generally, a teacher's raise will be higher in a year when they advance to a new career tier (i.e move from an A level up to a B level).
3. The salaries in italics signify *Intermediate Levels*. These salaries will be set on an annual basis by determining the base wage increase during contract negotiations. Intermediate level salaries will fluctuate based on the base wage increase.
4. This model offers flexibility to adapt salary offers annually based on current economic and market conditions, while still committing to salary growth that puts our teachers in a market positive position.

PROBATIONARY STATUS

All teachers new to the district, regardless of their placement, are considered probationary for 5 years.

RECOGNITION OF PRIOR YEARS OF SERVICE

Recognition of prior years of service is made at the sole discretion of the Director of Human Resources and Leadership Development. All prior service must be verified by prior employers.

MARKET ADJUSTMENTS

Labor market factors may arise that allow the District, through the Director of Human Resources and Leadership Development, to make salary modifications for individual employees. Such labor market factors may include, but are not limited by enumeration to: certifications held by the employee, the number of applicants for the employee's position, the placement of new employees in the incumbent employee's position and additional skills and/or responsibilities not set forth in the preceding sections. The Director of Human Resources and Leadership Development may under such special circumstances grant a salary in excess of career level minimums. It is within the Director of Human Resources and Leadership Development's discretion as to whether to bring a level modification recommendation to the Board. The Director of Human Resources and Leadership Development's recommendation for such placement modifications shall be approved by the Board.

3. SUPPLEMENTAL PAY

ADVANCED DEGREES, CERTIFICATIONS, TRAINING, AND LICENSURE

Teachers holding advanced degrees, certifications, training, and licensure that have a proven impact on student learning will receive supplemental pay added to their base compensation. The quantity of the supplemental pay and the completion requirements will be defined by the Board of Education and clearly communicated to all teachers.

MASTERS'/DOCTORAL SUPPLEMENTAL PAY

Teachers who pursue a Master's Degree in an area of study that directly applies to their current teaching assignment will be eligible for a permanent supplemental pay. Masters' programs must be pre-approved by the building principal and the Director of Human Resources and Leadership Development in order to be recorded in the school district's records and eligible for Master's supplemental pay. All approved programs must be from a North Central Association Commission on Accreditation and School Improvement, Higher Learning Commission accredited college or university earned after the baccalaureate degree and certification or master's degree and certification. The Director of Human Resources and Leadership Development (in consultation with the Director of Academic Services), in his/her discretion, may award advancement to approved credits, graduate or undergraduate, that were obtained from an international college or university that is not covered by the accreditation process set forth above.

VERSION 5.0

Proper credentials shall be considered as statements of degrees attained or status toward a degree. Such statements shall be certified by a college registrar or other proper college official.

Official transcripts must be received prior to August 1 in order to be eligible for MASTERS' SUPPLEMENTAL PAY to take effect the next contract year. Such transcripts shall be certified by a college registrar or other proper college official.

- 1st Masters' Degree in a District Approved Field of Study **Per Career Ladder**
- 2nd Masters' Degree in a District Approved Field of Study (TBD)
- Doctorate Degree in a District Approved Field of Study (TBD)

BOARD CERTIFICATIONS SUPPLEMENTAL PAY

National Board Certification demonstrates the rigorous pursuit of excellence in instruction and practice. The following Board Certifications are eligible for permanent supplemental pay. The teacher will be expected to hold the certification and be using the certification for a specific purpose that expands student opportunities.

- National Board Certification in Teaching (or other applicable area) (TBD)

HIGH NEED LICENSURE SUPPLEMENTAL PAY

In recognition of high need licensure areas, the district will add a permanent high need license supplement for employees who are teaching within these high need licensure areas. Annually the district will determine the license areas that qualify for the supplement and the amount of the supplement. Determination of need is at the sole discretion of the District.

- Special Education \$1200
- Career and Technical Education \$800
- Alternative Education \$1200

RETENTION STIPEND

Upon completion of his/her 10th year (full or part time), an active employee will be eligible for a \$500 retainment stipend on the 10/20 payroll. The receipt of the above additional one-time salary stipend may be deleted without adhering to the non-renewal provisions set forth in section 118.22, Wis. Stats. Such modification, amendment or deletion shall not affect the other terms and conditions of the teacher's individual contract.

MICROCREDENTIAL STIPEND

Each year, the District may communicate microcredential professional development opportunities available to all staff. These opportunities will require efforts both during and outside of the teacher's regular working hours. In recognition of teachers who successfully complete microcredential expectations, the District will offer a one-time stipend.

- Microcredentials will be self-paced, which will allow for teachers to complete requirements individually or in a group setting.
- The requirements for completing a microcredential will be communicated prior to the start of school year at the district's discretion.

- More than one microcredential may be offered during the course of a school year. Topics will be aligned so that different grade-levels and departments have equal opportunity for high interest professional development.
- Stipends for completed microcredentials will be paid on the 6/20 payroll.
- The quantity of the one-time stipend will be determined at the sole discretion of the district. Participation in the microcredential is voluntary. Lack of participation will not impact a teacher's evaluation.
- For 2022-23 only, if teachers exceed 12 points, a microcredential will be offered in recognition of points 13-18.

4. COMPENSATION BEYOND TEACHER CONTRACT

In addition to base and supplemental compensation components, qualified teachers can earn additional compensation by coaching, advising co-curricular activities, tutoring, teaching summer school, writing curriculum, leading professional development, and/or being selected to serve on building-level leadership teams. The exact compensation for these positions is outlined in the Employee Handbook and teacher's will be provided separate employment recommendations for each opportunity. A teacher's instructional evaluation (EE) will be separate from his/her evaluation as a coach or advisor.

CO-CURRICULAR COACH, ADVISOR

There will be no adjustments to the Co-curricular Coach and Advisor Schedule ([LINK](#))

PAID LEADERSHIP OPPORTUNITIES (EXACT COMPENSATION TBD)

Teachers serving in an additional leadership capacity will earn a supplemental stipend. The exact list of positions and the compensation for these positions will be outlined in the Employee Handbook and teacher's will be provided separate employment recommendations for each opportunity. Examples include, but are not limited to:

- Mentor Teacher
- Buddy Teacher
- Department Chair
- Building Leadership Team
- Curriculum Review Task Force

EXTENDED YEAR CONTRACTS

At the sole discretion of the District, certain teachers may be offered extended year contracts (EYC). Extended Year Contracts are for work responsibilities that have to be completed, but can't be accomplished during the 188 contract days. Examples include, but are not limited to:

- MS/HS Counselors
- School Psychologists
- Technology Integration Coach

ADVANCED LEARNING GRANT

Advanced Learning Grants offer an incentive for employees to pursue lifelong learning goals. The program recognizes the personal investment in lifelong learning and provides an opportunity for employees to be reimbursed for a portion of the costs associated with this investment. Additional information is available at ([LINK](#)).

5. PARTICIPATION IN SCHOOL, DEPARTMENT, AND DISTRICT COMMITTEES AND PROFESSIONAL MEETINGS

SCHOOL, DEPARTMENT, AND DISTRICT COMMITTEES

There will be times when teachers will be invited to participate in school, department, and district committees. Not all committees will be compensated, it is appropriate for a teacher to inquire if the participation on the committee will result in compensation. Examples of voluntary committees, include, but are not limited to:

- School-based Committees (Wellness, Character Education)
- District Human Resources/Academic Services Committees (i.e. Calendar, Insurance Study, Technology)

PROFESSIONAL MEETINGS

Staff Meetings: Teachers are required to attend all mandatory administratively-called staff meetings.

Administratively-called meetings may begin 30 minutes before the normal workday begins or go 30 minutes later than the end of the normal workday. The number of staff meetings shall be established by the District. The administration shall attempt to provide reasonable notice of all such meetings. Teachers who are required to attend administratively-called meetings will receive no additional remuneration above their regularly paid salaries for attending such meetings.

Other Administratively-Called Meetings: The notification and duration provisions of the previous paragraph do not include nor shall they apply to parent-teacher conferences, department meetings, **IEP meetings**, or activities of similar nature which are normally conducted at other times. Teachers are required to attend such events regardless of the date, time, or duration of said meetings. Teachers who are required to attend other administratively-called meetings will receive no additional remuneration above their regularly paid salaries for attending such meetings.

APPENDIX A: EDUCATOR EFFECTIVENESS (EE) REQUIREMENTS

SUPPORTING YEAR 1 AND 2 EDUCATOR EFFECTIVENESS EXPECTATIONS

1. Professional Practice Goal (PPG) and Student Learning Objectives (SLO)
 - Teachers will have the opportunity to develop and discuss their PPG/SLO in a collaborative environment.
 - In Supporting Year 1 and 2, the teacher will create and monitor the PPG/SLO.
 - Teachers will be expected to complete the SLO process, meeting the goal is not a requirement, but documenting the process is a requirement.
 - Failure to submit a PPG/SLO will result in being placed on a Plan of Assistance
2. Meet Performance Expectations.
 - If after observation a teacher is not performing to the teaching level expected of faculty, then the teacher will be placed on a PLAN OF ASSISTANCE. While on a plan of assistance, a teacher is not eligible for ladder advancement, auxiliary wage increases, or microcredential stipends.

SUMMARY YEAR EDUCATOR EFFECTIVENESS EXPECTATIONS

1. Teacher Framework Self-Review ([LINK](#))
2. Professional Practice Goal (PPG) and Student Learning Objectives (SLO)([LINK](#))
 - In a summary year, the teacher and supervisor will engage in meaningful dialogue about the progress of the teacher's PPG and SLO
 - Teachers will be expected to complete the SLO process, meeting the goal is not a requirement.
 - Failure to submit a PPG/SLO will result in being placed on a Plan of Assistance

3. Orientation and End of Cycle Evaluation Meetings with Principal/Evaluator
4. Meet Performance Expectations.
 - During the summary year, if after observation, a teacher is not performing to the teaching level expected of faculty, then the teacher will be placed on a PLAN OF ASSISTANCE. While on a plan of assistance, a teacher is not eligible for ladder advancement, auxiliary wage increases, or microcredential stipends.
 - At the end of the summary year, if a teacher's summary year evaluation includes an unsatisfactory rating and/or multiple basic ratings in a specific domain, then the teacher may be placed on a PLAN OF ASSISTANCE. While on a plan of assistance, a teacher is not eligible for ladder advancement, auxiliary wage increases, or or microcredential stipends.

TEACHERS NOT EVALUATED BY EDUCATOR EFFECTIVENESS (EE)

If a teacher's duties don't align to the EE model an alternative evaluation model aligned to the principles of Educator Effectiveness will be used. Non-EE teachers evaluation expectations require comparable levels of reflection, effort, and observation.

APPENDIX B: PLAN OF ASSISTANCE

The intention of the compensation plan revision is not to increase the number of teachers who are placed on a plan of assistance. The expectations for teachers remain the same. The purpose of Appendix B is to clarify critical plans of assistance components.

PLAN OF ASSISTANCE DEFINITION

Structured, documented, time bound plan created for an employee when regular training and coaching efforts have not resulted in the desired change in performance.

A written agreement between district and employee that may include:

- Examples of performance deficiencies and dates of previous discussions
- A performance roadmap (action plan) with clear, manageable goals
- A timeline for the employee to achieve required goals
- Schedule of meetings between the supervisor, employee, and union representative/representation

LENGTH

The minimum length of a plan of assistance is all, or part, of two semesters (secondary) and three trimesters (elementary).

COMPLETION PLAN OF ASSISTANCE

At the end of the plan of assistance timeline, the evaluator/supervisor will determine if the teacher has met the objectives of the plan of assistance and the teacher's performance is meeting expectations.

- If the teacher successfully completes the plan of assistance, then the teacher will be eligible for ladder advancement, auxiliary wage increases, and microcredential stipends for the next school year.
- If the teacher doesn't successfully complete the plan of assistance, the evaluator will select one of the following pathways:
 - The teacher will be granted an extension. During the extension the teacher is not eligible for ladder advancement, auxiliary wage increases, and microcredential stipends.
 - The teacher will return to probationary status for three years and be subject to non-renewal under the standard applicable to probationary teachers.

IMPACT ON CAREER LADDER SALARY INCREASES

- Not eligible for ladder advancement or auxiliary wage increases.

IMPACT ON SUPPLEMENTAL PAY

- Not Eligible for Micro Credential Stipend
- Eligible for Masters, Board Certifications, High Need

APPENDIX C: FAQ

Who is on the Teacher Compensation Steering Committee?

Amy Halvorson (Board Member), Kim Serene (HS), Kit Luedtke (HS), Paige Segerstrom (HS), Jared GrothOlson (HS), Chris Muenich (HS), BJ Stokes (MMS), Bob White (MMS), Randy Goss (MMS), Chris Silver (RCA), Karen Olson (RFPME), Joe Young (RB), Steve Papp (GW), Tori Koskiniemi (WS), Jamie Benson (Superintendent), David Bell (HR), Chad Smurawa (Finance), Jennifer Peterson (Academic Services).

What were the results of the Teacher feedback survey given in Spring, 2021?

[Teacher Compensation Feedback Survey](#)

What other compensation models did the TCSC analyze?

Baldwin-Woodville, Chippewa Falls, Eau Claire, Ellsworth, Hudson, Mahtomedi, Menomonie, Monona Grove, New Richmond, Onalaska, St. Croix Central.

I liked being in control of my salary increase. Now that points are gone, it feels like I am losing control of my salary advancement. How will I know that I am on track for a salary increase?

- There are no additional requirements being added to your evaluation. As part of your evaluation, you are expected to demonstrate professional growth. You just don't have to quantify this growth in terms of point attainment.
- You will qualify for salary advancement by completing all EE requirements and not being identified as in need of a plan of assistance.

If we do not have to do points, how will we document our professional growth?

After analysis and reflection, the 2022-23 teacher compensation model update will remove 'point' attainment as a requirement for salary advancement. The district will continue to offer robust and differentiated professional development opportunities for teachers. Teachers will still have the opportunity to engage in activities that help them meet their professional practice goals, however, they will no longer be required to document this growth through point attainment.

What does it take to advance on the career ladder?

Teachers will be credited with an effective year of experience upon successful completion of the Educator Effectiveness (EE) requirements for the year. EE requirements will vary depending on if the teacher is in a supporting or summary year. The EE requirements are the same as the current expectations for all teachers.

How will I know if I am in danger of being placed on a plan of assistance?

- Prior to being placed on a plan of assistance, if you are not demonstrating growth, this will be communicated to you by your principal (evaluator). This communication will include expectations for you to follow to address these concerns.

How do I learn more about the components of the plan of assistance?

- See [Appendix B](#)

How can I predict my 2022-23 Salary?

- If you earn 12 professional compensation points, then your 2022-23 salary will result in no less than a \$1300 increase.
- There is a chance that your salary will be higher, the final 2022-23 Career Ladder will be shared no later than June 15, 2022 (pending contract negotiations).
- You will be provided with your specific salary offer no later than June 15, 2022 (pending contract negotiations). However, our goal is to get this information to you by the end of the school year.

Where do you start on the career ladder?

Initial Educators will start at the bottom of the ladder. Teachers have the opportunity to move up one ‘rung’ on the ladder each year.

Will the career ladder stay the same each year, or will the career tiers increase?

- Career levels will be set at the Board’s discretion based on available funding and market comparable analysis. Career level will be analyzed on a yearly basis (stay the same or increase, but not go down).

Why are some salaries **bold**, while others are in italics?

- The bold and highlighted salaries signify **Career Tiers** on the ladder. Generally, a teacher’s raise will be higher in a year when they advance to a new career tier (i.e move from an A level up to a B level).
- The salaries in italics signify *Intermediate Levels*. These salaries will be set on an annual basis by determining the base wage increase during contract negotiations. Intermediate level salaries will fluctuate based on the base wage increase.

What does V+ mean?

This represents the top of the ladder. If you are at V+, you will qualify for intermediate level growth and annual base wage increases each year.

What if I feel my placement is not accurate?

During this transition, there will be a process to identify severe misalignment between years of RFSD experience, approved prior experience (not actual), and the new career ladder placement. Specific details will be provided during the transition process.

Will this change my EE requirements?

No.

APPENDIX D: IMPLEMENTATION TIMELINE

1. Final Board of Education Approval→ December, 2021
2. Informational Meetings at Each School Site→ January-February, 2022
 - a. David Bell will request 10-15 minutes at a Faculty meeting at each school.
 - b. David Bell will schedule a day in each building to answer individual and/or group questions.
3. Finalize Career Ladder and Point Supplemental Pay→ April, 2022
4. Finalize Transition Placements→ May, 2022
 - a. Letter to each teacher with their specific placement.

School District of River Falls
Job Description
KIDS CLUB COORDINATOR

MINIMUM QUALIFICATIONS:

1. Hold a Bachelor's degree in Early Childhood Education, Child Development, or Elementary Education.
2. Have extensive experience in a childcare center, preschool, or elementary classroom setting.
3. Completed one or more years of management experience, or completion of one approved course in business or program administration.
4. Possess strong communications skills.
5. Able to develop and maintain interpersonal relationships.

POSITION SUMMARY:

Manage and provide quality before/after school care and summer care to children in Kindergarten through 5th grades during the school year, and through 7th grade during the summer in a safe and nurturing environment.

REPORTS TO:

Principal of Rocky Branch Elementary

PERFORMANCE RESPONSIBILITIES:

1. Coordinate, supervise, and direct all Kids Club sites.
2. Hire, train, supervise, and schedule Kids Club staff members to be in compliance with the Department of Families and Children's requirements.
3. Develop and schedule creative programming for Kids Club participants in an environment conducive to growth and development.
4. Create and manage the Kids Club program budget.
5. Evaluate all Kids Club staff.
6. Conduct a minimum of six staff professional development trainings annually.
7. Communicate with staff daily regarding staffing needs, schedule changes, and other programming information.
8. Communicate with parents in the event of a change in programming, accident, or disciplinary incident.
9. Ensure behavior and medical emergency plans are implemented in coordination with special education, the school nurse, Kids Club staff, and parents.
10. Maintain current student information in regards to health, immunizations, and behavioral needs.
11. Meet with the Program Principal for program quality and growth.
12. Lead Kids Club Advisory Council.
13. Manage the Kids Club website, scheduling, and information pages.
14. Coordinate the online student registration and payment system (Eyleo).
15. Manage office phone calls and emails, and respond in a timely manner.
16. Purchase necessary materials for active play, snacks, and general supplies.
17. Coordinate with the Food Service Director to ensure all snack procedures, paperwork, and inspections comply with the USDA snack requirements.
18. Communicate with the Bus Garage frequently to ensure individual student and group field trip transportation needs are met.
19. Communicate with elementary school secretaries to ensure Kids Club students are going to the correct place after school.
20. Resolve conflicts and mediate with staff and/or parents as needed.
21. Review and interpret DCF regulations, and develop procedures to meet them.
22. Manage payroll for all Kids Club staff
23. Conduct monthly fire and tornado drills.
24. Perform all other duties as assigned.

School District of River Falls
Job Description
KIDS CLUB HIGH SCHOOL HELPER (NEW)

Qualifications:

1. Must be 15 years or older.
2. Preferred experience working with children or enrolled in a High School level childcare/child development class.
3. Possess communications skills.
4. Able to develop and maintain interpersonal relationships.

POSITION SUMMARY:

Assist in providing quality before and after school care to enrolled children in a safe environment.

REPORTS TO:

Kids Club Coordinator

PERFORMANCE RESPONSIBILITIES:

1. Assist the lead/assistant in establishing and preparing crafts and activities.
2. Assist in supervising children and maintaining positive discipline and cleanliness in the multi-purpose room, playground, and other areas utilized by Kids Club.
3. Attend staff meetings as required.
4. Perform other tasks as assigned by the lead/assistant staff.

Approved by the Board on 12/13/21

Recommended Pay Rate \$11.30

School District of River Falls
Job Description
KIDS CLUB LEAD TEACHER (REPLACES LEAD CAREGIVER)

MINIMUM QUALIFICATIONS:

1. Demonstrate 80 full days or 120 half days of experience as an assistant childcare teacher in a licensed or other approved setting, experience in a school age program, or school position working with students.
2. Possess strong communications skills.
3. Able to develop and maintain interpersonal relationships.
4. Hold certification in CPR and first aid.

POSITION SUMMARY:

Provide quality before and after school care and/or summer care to children enrolled in a safe environment.

REPORTS TO:

Kids Club Coordinator

PERFORMANCE RESPONSIBILITIES:

1. Maintain constant supervision of students, ensuring their health and safety at all times.
2. Assist Site Manager in planning, organizing, initiating, and conducting site activities as required including crafts, games, and activities.
3. Facilitate socialization, participation, and interaction of all students through active involvement in safe, fun and developmentally appropriate activities; provides adaptations based on individual needs and utilizes positive behavior guidance techniques with students.
4. Adhere to all policies and procedures set forth by Kids Club, along with local and state licensing agencies.
5. Prepare documentation when necessary for incidents/accidents, behavior plans, medical log book, and snack documentation in accordance with USDA and state statutes.
6. Communicate with parents any issues that arise during the Kids Club session in regards to their child in a confidential manner.
7. Notify Site Manager and or Coordinator of issues that they will need to address.
8. Assign tasks to assistants to help the session operate smoothly
9. Follow up on students not in attendance at the time of sign in to determine their location and that they are safe.
10. Serve snack according to USDA procedures
11. Attend staff meetings and professional development activities as required.
12. Perform all other duties as assigned.

Approved by the Board on 12/13/21

School District of River Falls

Job Description

KIDS CLUB LEAD TEACHER (REPLACES LEAD CAREGIVER)

School District of River Falls

Job Description

KIDS CLUB ASSISTANT TEACHER (REPLACES ASSISTANT CAREGIVER)

MINIMUM QUALIFICATIONS:

1. Must be 18 years or older.
2. Have experience working with children.
3. One year of college coursework in education or related experience.
4. Possess strong communications skills.
5. Able to develop and maintain interpersonal relationships.
6. Hold certification in CPR and first aid,

POSITION SUMMARY:

Provide quality before and after school care to enrolled children in a safe environment.

REPORTS TO:

Kids Club Coordinator

PERFORMANCE RESPONSIBILITIES:

1. Maintain constant supervision of students, ensuring their health and safety at all times.
2. Assist lead teacher in establishing and preparing crafts and activities.
3. Assist with following the session schedule for the group of children he/she is responsible for.
4. Assist in supervising children and maintaining positive discipline and cleanliness in the multi-purpose room, playground, and other areas utilized by Kids Club.
5. Assist with snack service according to USDA procedures.
6. Assist lead teacher in maintaining children's records, attendance, and reports as needed.
7. Attend staff meetings and professional development activities as required.
8. Perform other tasks as assigned by the Lead staff.

Approved by the Board on 12/13/21

School District of River Falls

Job Description

KIDS CLUB ASSISTANT TEACHER (REPLACES ASSISTANT CAREGIVER)

School District of River Falls
Job Description
KIDS CLUB SITE MANAGER (NEW)

MINIMUM QUALIFICATIONS:

1. Have a minimum of 2 years experience as a Kids Club lead teacher, in a licensed center/school age care program, or in a school position working with students.
2. Possess strong communications skills.
3. Able to to develop and maintain interpersonal relationships.
4. Be certified in CPR and first aid.

POSITION SUMMARY:

Support the Kids Club Coordinator in managing and providing quality before and after school care and summer care in a safe and nurturing environment.

REPORTS TO:

Kids Club Coordinator

PERFORMANCE RESPONSIBILITIES:

1. Assist the Kids Club Coordinator in the development, management, and quality control of the program sites, ensuring that Kids Club is operating in accordance with the organizational policies and state licensing standards.
2. Assist Kids Club Coordinator in leading and mentoring staff, supporting families, light office work, and monthly licensing checks.
3. Maintain proper records according to State Statutes and USDA.
4. Train, guide, and direct Kids Club Leads, Assistants, and Volunteers as needed.
5. Report any performance concerns or policy violations to the Kids Club Coordinator immediately.
6. Assist in ensuring the program operates within budget and follow budgeting policies and procedures.
7. Ensure the health and safety of all the children in the program.
8. Ensure that the daily schedule for activities is followed.
9. Develop and maintain interpersonal relationships, resolve conflicts, and mediate with staff and/or parents when needed.
10. Communicate with parents and Kids Club Coordinator in the event of a change in programming, accident, or disciplinary incident.
11. Request necessary materials, games, manipulatives for active play, snacks, and cleaning and general supplies.
12. Serve in various roles throughout Kids Club when needed.
13. Conduct monthly fire and tornado drills.
14. Maintain an accurate inventory of snacks, make adjustments, and communicate with Kids Club Coordinator.
15. Assume accountability for the management of Kids Club if the Kids Club Coordinator is absent.
16. Perform all other duties as assigned.

Approved by the Board on 12/13/21

SECOND READING

SCHOOL DISTRICT OF RIVER FALLS River Falls, Wisconsin 54022

461
(formerly JIA)

WISCONSIN ACADEMIC EXCELLENCE SCHOLARSHIP

The State of Wisconsin offers high school seniors academic excellence scholarships to encourage top students to continue their education in the State of Wisconsin. The School District of River Falls shall annually designate academic scholars for purposes of the Wisconsin Academic Excellence Higher Education Scholarship. The scholars shall be the seniors with the highest grade point averages (GPA). The scholar shall be named in accordance with timelines required by law. The GPA shall be determined in accordance with established Board policy.

To be eligible, students must be enrolled in the District full-time for six consecutive terms prior to the awarding of the scholarship (i.e., four terms of their junior year and the first two terms of their senior year). To attain senior standing, a student must meet the requirements outlined in Board policy.

If two or more seniors have the same grade point average and are otherwise eligible to be designated a scholar, a representative committee of high school faculty members shall select the scholarship designee and certify, in descending rank order, those remaining seniors with the same grade point average as alternate designees. The committee shall apply the following criteria in noted order:

1. The student with the greatest number of laude points earned by the end of their 7th semester of high school.

- 2.** The student with the highest recorded score on the ACT/SAT by December 31 of the senior year shall be named a scholar.
- 3.** The student with the most rigorous and well-rounded course history shall be named a scholar. The number of advanced placement classes completed, and not audited, and the number of advanced placement classes in progress shall be considered. Students may not drop or audit advanced placement classes during the second term.
- 4.** The student with the highest score on the PSAT shall be named a scholar. **5.** A writing sample shall be evaluated by an external source according to a pre-established rubric. The student with the highest scoring writing sample shall be named a scholar.

The School District of River Falls shall not discriminate in the acceptance and administration of scholarships and other aids, benefits or services to students from private agencies, organizations or persons on the basis of sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, gender expression, gender non-conformity, social, socio-economic or family status, physical attributes, disability/handicap or any other basis protected by state or federal law. Discrimination complaints shall be processed in accordance with established procedures.

LEGAL REF.: Section 39.41 Wisconsin Statutes
HEA 9, Wisconsin Administrative Code

CROSS REF.: 341.1-Rule, Specific Grading Systems and Process for Appealing a Grade
345.11, Class Rank

SECOND READING

345.43, Promotion of High School Students
460, Student Awards and Scholarships

APPROVED: January 17, 2000

REVISED: September 25, 2006

November 19, 2018

December 21, 2020

November 15, 2021

1 **WISCONSIN ASSOCIATION OF SCHOOL BOARDS, INC.**

2 Madison, Wisconsin

3 November 23, 2021

4
5 **REPORT TO THE MEMBERSHIP ON PROPOSED 2022 RESOLUTIONS**

6 WASB Policy & Resolutions Committee

7 Barbara Herzog, Oshkosh Area School Board, Chair

8
9
10 **Resolution 22-01: *Safe Harbor Legislation***

11
12 **Create:** The WASB supports passage of state legislation to protect youth who have been subject
13 to child sex trafficking from criminal prosecution for prostitution.

14
15 **Rationale:** Child sex trafficking has become a prevalent problem in Wisconsin, with all 72
16 counties reporting occurrences. In recent years, overall reported occurrences have averaged
17 roughly 100 per year. On average, child victims are only 13 years old when they are trafficked
18 for the first time. Traffickers target runaway and homeless youth, particularly those with a
19 history of sexual abuse and lure them into a cycle of abuse that is hard to escape for many
20 reasons, including that child victims face potential prosecution under child prostitution laws.

21
22 The board that proposed this resolution and other proponents of Safe Harbor legislation suggest
23 that eliminating the threat of prosecution would have several benefits. It could: a) help enable
24 victims to receive rehabilitative services and counseling; b) prevent traffickers from using the
25 threat of criminalization as a way to keep control over the children being trafficked; and c)
26 increase the likelihood that children who have been trafficked can and will testify against their
27 abusers. Proponents note that after a similar law was enacted in Minnesota, convictions of
28 traffickers quadrupled, in large part because child sex trafficking victims were more likely to
29 testify against their abusers/traffickers. Adoption of a Safe Harbor law would bring Wisconsin
30 law into conformity with the federal Trafficking Victims Protection Act, something 30 other
31 states have already done by enacting similar provisions.

32
33
34 **Resolution 22-02: *Annual Inflationary or Greater Increases in Per Pupil Spendable***
35 ***Resources***

36
37 **Create:** The WASB supports annual increases in per pupil spendable resources for public school
38 districts that meet or exceed inflation.

39
40 **Rationale:** Under current law, lawmakers may provide additional spending authority to school
41 districts in one of three ways: 1) by increasing per pupil revenue limits; 2) by providing an
42 increase in per pupil categorical aid (which is outside revenue limits); or 3) by providing a
43 combination of increased per pupil revenue limits and increased per pupil categorical aid. This
44 resolution supports annual increases provided through any of these three mechanisms that meet
45 or exceed the rate of inflation.

1 **Resolution 22-03: *Funding for Children with Disabilities***

2
3 **Amend** the first paragraph of existing Resolution 2.31 to read as follows:

4
5 **2.31 Funding for Children with Disabilities** The WASB supports increasing the special
6 education categorical aid reimbursement level to not less than 60 percent of prior year
7 eligible costs and maintaining funding at not less than this percentage each year
8 thereafter *via a sum sufficient appropriation*. The WASB further supports the following
9 provisions related to funding for children with disabilities:

10
11 **Rationale:** This resolution calls for converting special education categorical aid from a sum
12 certain appropriation to a *sum sufficient* appropriation, which would guarantee that the specified
13 or promised percentage level of support is met. Providing special education categorical aid
14 through a sum sufficient appropriation would mean that the Legislature must provide whatever
15 amount of funding it takes to meet the promised percentage reimbursement level of support (in
16 this case 60 percent).

17
18
19 **Resolution 22-04: *Advanced Learning***

20
21 **Amend** existing Resolution 2.37 to add the following language:

22
23 The WASB encourages that schools focus less on identifying “gifted” students and more
24 on identifying and addressing unmet learning needs of students capable of high levels of
25 achievement.

26
27 The WASB further encourages districts to provide a variety of advanced programming
28 opportunities for K-12 students, including acceleration options, and to offer opportunities
29 to individuals such that students from every background are able to achieve at their
30 highest possible levels.

31
32 **Rationale:** State statutes mandate that each school board must “ensure that all gifted and talented
33 pupils enrolled in the school district have access to a program for gifted and talented pupils” and
34 that each school board must “provide access to an appropriate program for pupils identified as
35 gifted or talented.” However, the state currently provides only \$474,400 per year in direct aid to
36 school districts for gifted and talented programming. Prior to the enactment of 2021-23 state
37 budget that amount was only \$237,200 per year.

38
39 Advocates for gifted and talented students, such as the Wisconsin Association for the Talented
40 and Gifted (WATG), have long decried that having a state mandate for identification and
41 services for gifted and talented students does not necessarily guarantee their availability. The
42 WATG argues that there is lack of clarity in the definition of “gifted and talented” and that due
43 to that lack of clarity, schools should identify “needs” not “children.” This resolution
44 encourages schools to provide relatively low-cost pathways to meet unmet learning needs of
45 high achieving students such as by offering acceleration options. Acceleration options may
46 include, but are not limited to, providing such things as: early admission to Kindergarten, first

1 grade or high school; curricular modifications; access to dual enrollment courses in high school;
2 AP courses in high school; or international baccalaureate (IB) curricula, etc.

3
4 **Resolution 22-05: *Broadening Staff Expenditures Eligible for State Categorical Aid for***
5 ***School Mental Health Services***

6
7 **Create:** The WASB supports legislation to broaden the scope of DPI-issued pupil services
8 licenses eligible to qualify for state categorical aid for school mental health programs to include
9 school social workers, school counselors, and school psychologists.

10
11 **Rationale:** Broadening the scope of DPI-issued pupil services license categories eligible to
12 qualify for state categorical aid for school mental health programs would enable schools to
13 better meet student mental health needs and could enable a broader range of school district
14 expenditures to qualify for state categorical aid for school mental health programs.

15
16 Under current law, state categorical aid for school mental health programs is funded at \$12
17 million per year and reimburses eligible districts and schools for school social worker service
18 expenditures as follows: (a) 50% reimbursement of the increase in expenditures for school social
19 worker services from one year to the next; and (b) a proportion of unreimbursed expenditures for
20 school social workers, based on the amount remaining in the appropriation after payments are
21 made under (a).

22
23
24 **Resolution 22-06: *Broadening the Scope of Mental Health Services Eligible for***
25 ***Reimbursement***

26
27 **Create:** The WASB supports legislation to broaden the scope of mental health service
28 professionals eligible for reimbursement from the state to include licensed mental health social
29 workers, licensed mental health counselors, licensed mental health psychologists, and
30 community mental health coordinators.

31
32 **Rationale:** Broadening the scope of mental health providers eligible to have their services
33 reimbursed by the state to include licensed mental health social workers, licensed mental health
34 counselors, licensed mental health psychologists, and community mental health coordinators
35 would enable schools to better meet student mental health needs and would help to address
36 unfunded mental health needs in Wisconsin schools.

37
38
39 **Resolution 22-07: *Curriculum and Professional Training on Asian Americans & Pacific***
40 ***Islanders***

41
42 **Create:** The WASB encourages Wisconsin public schools to develop an educational curriculum
43 and professional training to teach the history, culture, and contributions of Asian Americans &
44 Pacific Islanders to the economic, cultural, and social development of Wisconsin and the USA.
45 The WASB also requests the state Legislature provide sufficient funding to develop an
46 appropriate model curriculum and training package.

1 **Rationale:** “Asian Americans & Pacific Islanders (AAPI)” refers to those persons who trace
2 their origins and ancestries back to the countries of East Asia, Southeast Asia, South Asia or the
3 Pacific Islands. Asian Americans & Pacific Islanders have lived and worked in Wisconsin for
4 over 100 years, and have contributed greatly to our state’s rich history, culture, economy, and
5 public service.

6
7 Between the 2010 to the 2020 Census periods, the population of Asian Americans & Pacific
8 Islanders in Wisconsin grew 36% from 131,061 to 177,901 (consistent with the nationwide trend
9 of 35.5% growth) – increasing significantly faster than the state’s overall growth rate of 3.6%.

10
11 At the same time, the COVID-19 Pandemic and the Delta variant have engendered the targeting
12 of Asian Americans & Pacific Islanders in WI and the USA with Anti-Asian hate and
13 harassment. (According to the group *Stop AAPI Hate*, the number of anti-Asian hate incidents
14 from March 2020 to June 2021 totaled 9,081 across the USA, with 4,533 in January-June 2021
15 alone).

16
17 This resolution aims to build greater understanding of Asian American & Pacific Islanders’
18 economic, cultural, and other contributions to our state and nation. This in turn may reduce
19 violence or threats of violence against Asian Americans & Pacific Islanders.

20
21 Proponents of this resolution note that in 2021, Wisconsin lawmakers officially recognized the
22 contributions of AAPI people in Wisconsin, including by recognizing May 2021 as Asian
23 Pacific Islander Desi American (APIDA) Heritage Month and by designating May 14 annually
24 as Hmong-Lao Veterans Day. Both these legislative resolutions received bipartisan support.

25
26
27
28 **Resolution 22-08: WASB National Presence and/or National Association Membership**

29
30 **Repeal and recreate** existing resolution 5.16 as follows:

31
32 The WASB will maintain a national presence and/or membership in a national
33 association(s) and will participate in and support that national presence and/or
34 membership(s), when compatible with WASB programs and policies. The WASB urges
35 members to actively participate in and support national presence activities and/or national
36 association(s).

37
38 **Rationale:** The WASB Board of Directors, under its authority as spelled out in the WASB
39 Bylaws, may place resolutions before the Delegate Assembly.

40
41 Under existing Resolution 5.16, the WASB is required to maintain membership in the National
42 School Board Association (NSBA). The changes proposed by this resolution would require the
43 WASB to maintain “a national presence and/or membership in a national association(s)” but that
44 national association would not necessarily have to be the NSBA. These proposed changes would
45 also not require the WASB to leave the NSBA. That decision would be up to the Board of
46 Directors. The nature of the national presence and/or membership in a national association or
47 associations would fall under the purview of the WASB Board of Directors.

1 **Resolution 22-09: Impact Aid**

2
3 **Amend** existing Resolution 2.63 **Impact Aid** as follows:

4
5 The WASB petitions the Wisconsin Legislature to adopt a joint resolution asking
6 Congress to fully fund Impact Aid as it did from the creation of the program in 1950 until
7 1969, and will also work with our national presence and/or a national association(s) ~~the~~
8 ~~NSBA~~ to try to secure greater funding of Impact Aid, including by offering a proposed
9 resolution to ~~the NSBA~~ a national association or associations urging ~~NSBA~~ it or them to
10 lobby Congress for a similar increase in federal Impact Aid.

11
12 **Rationale:** The WASB Board of Directors, under its authority as spelled out in the WASB
13 Bylaws, may place resolutions before the Delegate Assembly.

14
15 Under existing resolution 5.16, the WASB is required to maintain membership in the National
16 School Board Association (NSBA). The proposed changes to resolution 5.16 in Resolution 22-08
17 would require the WASB to maintain “a national presence and/or membership in a national
18 association(s)” but the association(s) would not have to be the NSBA. The proposed changes to
19 resolution 5.16 would also not require the WASB to leave the NSBA. The national presence
20 and/or membership in a national association(s) decisions would be in the hands of the WASB
21 Board of Directors.

22
23 In light of the proposed changes to existing Resolution 5.16, existing Resolution 2.63 is likewise
24 proposed to be amended because it directly refers to the NSBA. References to the NSBA in the
25 existing resolution are replaced by references to a national association or associations and/or to a
26 national presence.

27
28
29 **Resolution 22-10: Elementary and Secondary Education Act (ESEA)**

30
31 **Amend** the first paragraph of existing Resolution 3.17 as follows:

32
33 The WASB opposes a mandated national test. The WASB will work with our legislators,
34 ~~the National School Boards Association,~~ our national presence and/or a national
35 association(s), the Department of Public Instruction and other education groups to adapt
36 the Elementary and Secondary Education Act to:

37
38 **Rationale:** The WASB Board of Directors, under its authority as spelled out in the WASB
39 Bylaws, may place resolutions before the Delegate Assembly.

40
41 Under existing resolution 5.16, the WASB is required to maintain membership in the National
42 School Board Association (NSBA). The proposed changes to resolution 5.16 in Resolution 22-08
43 would require the WASB to maintain “a national presence and/or membership in a national
44 association(s)” but the association would not have to be the NSBA. The proposed changes to
45 resolution 5.16 would also not require the WASB to leave the NSBA. The national presence
46 and/or membership decision would fall under the purview of the WASB Board of Directors.

1 In light of the proposed changes to existing Resolution 5.16, existing Resolution 3.17 is likewise
2 proposed to be amended because it directly refers to the NSBA. References to the NSBA in the
3 existing resolution are replaced by references to a national association or associations and/or to a
4 national presence.