

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

Monday, September 18, 2023 - at 7:00 PM or immediately following the Annual Meeting  
River Falls High School Auditorium  
818 Cemetery Road  
River Falls, WI 54022

Educational Program Committee members: Alan Tuchtenhagen (Chair), Lindsey Curtis, & Cindy Holbrook  
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 - 7:00 PM in the River Falls High School Auditorium**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **PLEDGE OF ALLEGIANCE**
4. **HEARING OF VISITORS OR DELEGATIONS**
5. **INFORMATIONAL ITEMS**

**A. Acknowledgement / Recognition**

1. WASB Member Recognition

**Description:** The Wisconsin School Board Association is proud to recognize school board members for their efforts in leadership and board development. Board Member Cindy Holbrook is recognized for attaining Level 2.

**B. Superintendent, Administrative, and Student Representative Reports**

1. Student Representative Report
2. Administrative Reports related to Building-Level SMART Goals 2023-24

a. River Falls High School/Renaissance Charter Academy

**Description:** RFHS SMART Goals  
Renaissance SMART Goals

b. Meyer Middle School

**Description:** MMS Smart Goals

3. Superintendent Report

**Description:** Community Referendum Survey

6. **ACTION ITEMS**

**A. Approval of Minutes, bills, and recommended employment**

**3**

**Description:** The following have been submitted for approval:

Item 1: August 21, 2023, 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 September 11, 2023 Finance & Facilities Committee recommendations**

**14**

**Description:** The Finance and Facilities Committee met on September 11, 2023, to review the proposed 2023-24 Budget & Annual Meeting booklet and to review the referendum community survey. The committee also went into executive session to discuss the consideration of purchasing property.

**Recommended Action:** None, informational only.

**C. Consideration and/or Action to approve September 11, 2023 Personnel Committee recommendations**

**15**

**Description:** The Personnel Committee met on September 11, 2023, to hear the certified staffing update, to hear the new teacher orientation report, to hear the employee retainment report, and finally to hear the insurance consultation services request for proposals update. The High School Secretary job description was tabled for further review.

**Recommended Action:** None, informational only.

**D. Consideration and/or Action to approve the second reading of the revised School Board Policy 411-Rule (3) Gender Diverse Students**

**16**

**Description:** The first reading of revised Policy 411-Rule (3) was approved at the July 24, 2023, Regular School Board Meeting.

**Recommended Action:** Approve the second reading of revised School Board Policy 411-Rule (3) Gender Diverse Students.

**E. 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.

**F. 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, October 2, 2023, 6:00 p.m.

Finance and Facilities Committee meeting: Monday, October 9, 2023, 6:00 p.m.

Personnel Committee meeting: Monday, October 9, 2023, 7:00 p.m. (or immediately following Finance and Facilities)

Regular Board meeting: Monday, October 16, 2023, 6:00 p.m.

*All of the above meetings will be held at the District Office Conference Room, 852 E. Division Street unless noted otherwise.*

**7. Request for Executive Session pursuant to Wisconsin § 19.85(1)(a)(c)(e)(f) for the purpose of considering employment, promotion, compensation, and evaluation of an employee and the potential district purchase of property. Roll call vote required.**

**8. CONVENE TO EXECUTIVE SESSION**

**9. RECONVENE INTO OPEN SESSION AND AFFIRM ACTION TAKEN IN EXECUTIVE SESSION IF NECESSARY**

**10. ADJOURN**

**School District of River Falls**  
**Regular Board Meeting**  
Monday, August 21, 2023 - 6:00 PM  
District Office, 852 E Division Street  
River Falls, Wisconsin 54022

The regularly scheduled meeting of the River Falls Board of Education was called to order on Monday, August 21, 2023 at the District Office, 852 E Division Street, River Falls, Wisconsin 54022. Vice President Holbrook 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*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram*.

**PRESENT**

Vice President Cindy Holbrook, Clerk Alan Tuchtenhagen, Treasurer Mike Miller, members Bob Casey, Lindsey Curtis, and Alison Page. Also present were Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, Director of Academic Services Nate Schurman, Director of Finance & Facilities Lynette Edwards, Director of Student Services Mark Inouye, and Transportation Director Todd Burnap.

**HEARING OF VISITORS OR DELEGATIONS**

Community members commented on Policy 361.2 and Policy 871, advocating for parental involvement in the Human Growth & Development committee, curriculum maps on the website, and book reading levels.

**INFORMATIONAL ITEMS**

**A. Superintendent, Administrative, and Student Representative Reports**

1. Superintendent Report

Benson updated the Board on the ongoing activities of the Project Oversight Committee (POC) and the current stages of the referendum planning. He highlighted the importance of the forthcoming community survey and elaborated on how it would assist the Board in determining the details of the proposed February referendum questions.

**ACTION ITEMS**

A. Holbrook reviewed the minutes, bills, and recommended employment items on the Agenda. Miller moved, seconded by Curtis that the Board approve the following:

1. The Minutes from the July 24, 2023 Regular Board of Education meeting;
2. Checks numbered 213281 through 213527 had been prepared in the amount of \$1,040,900.09 and there were automatic transfers of \$590,881.96 and \$691,442.33 for a total of \$2,323,224.38.
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 Hillary Gilles as 1.0 FTE Art Teacher at Greenwood Elementary School effective August 23, 2023 (replaces Emily Gregory). Ms. Gilles earned her bachelor's degree from UW-River Falls and has two years of experience (St. Bridget and Hammond WI). Her salary will be based on level A2 of the salary ladder. 2. Recommended approval of the employment of Julie Webb as 0.5 FTE Reading Teacher at River Falls Public Montessori Elementary effective August 23, 2023 (replaces Ruthie Jilk). Ms. Webb earned both her bachelor's degree and her master's degree from UW-Stout and has six years of experience (Durand WI). Her salary will be based on level C2M of the salary ladder. 3. Recommended approval of the employment of Kim Bruesewitz as 1.0 FTE School Counselor at River Falls High School effective August 23, 2023 (new position). Ms. Bruesewitz earned her bachelor's degree from Metropolitan State University and her master's degree from Capella University and has five years of experience (Ellsworth WI). Her salary will be based on level B2M of the salary ladder. 4. Recommended approval of the employment of Tim LaVold as 1.0 FTE Business Education Teacher at River Falls High School effective August 23, 2023 (replaces Kris Thompson). Mr. LaVold earned his bachelor's degree from St. Cloud State University and has two years of experience (River Falls). His salary will be based on level A2 of the salary ladder. 5. Recommended approval of the employment of Hannah Gagnelius as 1.0 FTE long term substitute Second Grade Teacher at Greenwood Elementary School effective approximately August 28, 2023 through November 1, 2023 (for Anna Clark). 6. Recommended approval of the employment of Annabel Reimers as 1.0 FTE long term substitute Kindergarten Teacher at Westside Elementary School effective approximately September 14, 2023 through December 1, 2023 (for Tori Koskineimi). 7. Recommended approval of the employment of Jamie Mills as part-time long term substitute Vocal Music Teacher at Meyer Middle School effective approximately August 28, 2023 through October 6, 2023 (for Sarah Plum). 8. Recommended approval of the employment of Daniël Baumgartner as 1.0 FTE long term substitute Choir Teacher at Meyer Middle School effective approximately August

28, 2023 through October 27, 2023 (for Jacy Walker). 9. Recommended acceptance of the resignation of Rachel Mader as full-time Instructional Coach at Rocky Branch Elementary School effective July 19, 2023. Motion carried unanimously (6-0).

**B. Consideration and/or Action to approve August 7, 2023 Educational Program Committee recommendations**

The Educational Program Committee met on August 7, 2023, to hear an update on standards based grading at Meyer Middle School, an update on the English Language Arts resource adoption, an update on high quality teaching and learning work happening in the district, and finally to hear an update on summer school.

No action, informational only.

**C. Approve the 2023-24 Student & Athletic/Activities Handbooks**

Administration will present the 2023-24 Student & Athletic/Activities Handbooks for Board approval.

Tuchtenhagen motioned, seconded by Curtis to approve the 2023-24 RFSB Elementary Student Handbook, the 2023-24 Meyer Middle School Student Handbook, the 2023-24 Meyer Middle School Athletic Handbook, the 2023-24 River Falls High School Student Handbook, the 2023-24 River Falls High School Activities Handbook and the 2023-24 Renaissance Charter Academy Student Handbook. Motion carried unanimously (6-0).

**D. Approve the Service Agreement with the University of WI- River Falls, University Preschool Program, to share the cost of a special education paraprofessional for the 2023-2024 school year**

Director of Student Services, Mark Inouye, will present a new service agreement to the Board for approval to share the cost of a special education paraprofessional with the University of WI- River Falls, University Preschool Program, for the 2023-2024 school year.

Page motioned, seconded by Casey to approve the Service Agreement with the University of WI-River Falls, University Preschool Program, to share the cost of a special education paraprofessional for the 2023-2024 school year as presented.

Motion carried unanimously (6-0).

**E. Approve 66.0301 agreements**

For the last several years, the Prescott, Ellsworth, and River Falls School Districts have shared a teacher for students with hearing impairments. Administration wishes to continue the agreement for the 2023-2024 school year. Also needing approval is a Project SEARCH 66.0301 agreement with the Ellsworth and St. Croix Central School Districts.

Casey motioned, seconded by Miller to approve the Teacher of the Hearing Impaired 66.0301 agreement with the Prescott and Ellsworth School Districts for the 2023-2024 school year and the Project SEARCH 66.0301 agreement with Ellsworth and St. Croix Central School Districts for the 2023-2024 school year. Motion carried unanimously (6-0).

**F. Approve 2023-24 School Bus Purchase**

Annually, the district purchases replacement school buses. The goal is to maintain a bus replacement schedule that provides our community with safe, efficient student transportation. Route buses are typically operated on daily bus routes for 10-11 years. Buses may be retained as backup buses and then stripped of parts for use in other bus repairs.

Casey motioned, seconded by Page to approve the purchase of (1) Freightliner Route Bus from Nelson's with budgeted funds from the 2023-2024 school year. Motion carried unanimously (6-0).

**G. Consideration and/or Action to approve the second reading of revised School Board Policy 361.1 Selection of Instructional Materials**

The first reading of revised Policy 361.1 Selection of Instructional Materials was approved at the July 24, 2023, Regular School Board Meeting.

Tuchtenhagen motioned, seconded by Casey to approve the second reading of revised School Board Policy 361.1 Selection of Instructional Materials. Motion carried unanimously (6-0).

**H. Consideration and/or Action to approve the second reading of revised School Board Policy 330 Curriculum Review and Development**

The first reading of revised Policy 330 Curriculum Review and Development was approved at the July 24, 2023, Regular School Board Meeting.

Miller motioned, seconded by Tuchtenhagen to approve the second reading of revised School Board Policy 330 Curriculum Review and Development. Motion carried unanimously (6-0).

**I. Consideration and/or Action to approve the second reading of revised School Board Policy 871-Rule Procedures for Handling Public Complaints About Instructional/Library Media Center Materials and 871-Exhibit Request for Reconsideration of Instructional/Library Resources**

The first reading of revised Policies 871-Rule Procedures for Handling Public Complaints About Instructional/Library Media Center Materials and 871-Exhibit Request for Reconsideration of Instructional/Library Resources were approved at the July 24, 2023, Regular School Board Meeting.

Curtis motioned, seconded by Page to approve the second reading of revised School Board Policy 871-Rule Procedures for Handling Public Complaints About Instructional/Library Media Center Materials and the second reading of revised School Board Policy 871-Exhibit Request for Reconsideration of Instructional/Library Resources. Motion carried unanimously (6-0).

**J. Consideration and/or Action to approve the second reading of the revised School Board Policy 411.2 Bullying/Cyberbullying**

The first reading of revised Policy 411.2 Bullying/Cyberbullying was approved at the July 24, 2023, Regular School Board Meeting.

Tuchenhagen motioned, seconded by Casey to approve the second reading of revised School Board Policy 411.2 Bullying/Cyberbullying. Motion carried unanimously (6-0).

**K. 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. Gender Diverse Policy at the September Board meeting.

**L. Schedule next Board/Committee meetings**

Set the meeting schedule as follows:

Educational Program Committee meeting: No September Meeting

Finance and Facilities Committee meeting: Monday, September 11, 2023, 6:00 p.m.

Personnel Committee meeting: Monday, September 11, 2023, 7:00 p.m. (or immediately following Finance and Facilities)

Annual Meeting: Monday, September 18, 2023, 6:00 p.m. (*River Falls High School Auditorium, 818 Cemetery Road*)

Regular Board meeting: Monday, September 18, 2023, 7:00 p.m. (or immediately following Annual Meeting) (*River Falls High School Auditorium, 818 Cemetery Road*)

*All of the above meetings will be held at the District Office Conference Room, 852 E. Division Street unless noted otherwise.*

**ADJOURNMENT**

Vice President Holbrook declared the meeting adjourned at 6:45 p.m.

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Alan Tuchenhagen, Clerk

**SCHOOL DISTRICT OF RIVER FALLS**  
**River Falls , Wisconsin 54022**

September 2023 Board Meeting

<b>Accounts Payable</b>		<b>AMOUNT</b>
Checks #	213528-213870	\$654,443.34
ACH #		\$0.00
Wires	AUL	\$323,219.10
	The Standard	\$8,795.18
	MN Life	\$7,663.79
	Medica	\$486,851.52
	Delta	\$32,806.32
NSF		\$0.00
Void		\$0.00
 <b>PAYROLL</b>		
Checks #		\$0.00
ACH #	997376044-997376551	\$815,515.75
	997377193-997377715	\$480,922.41
Void		\$0.00

**\$2,810,217.41**

	<b>Actual</b>
FNB - General Money Market Balance	\$13,120,642.07
RCU - Money Market Balance	\$79,580.00

## Publication List - Checks over \$100 - Sept 2023 Meeting

POST	CHECK		INVOICE	
DATE	NUMBER	VENDOR	DESCRIPTION	AMOUNT
8/2/2023	213528	5 STAR RESTROOM RENTALS	Restroom Rental	\$ 580.00
8/2/2023	213532	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 3,801.19
8/2/2023	213534	BLICK ART MATERIALS	art supplies	\$ 701.44
8/2/2023	213535	CAPITAL ONE	Walmart supplies	\$ 483.37
8/2/2023	213536	CESA 10	E-Rate Support	\$ 1,312.50
8/2/2023	213537	CINTAS	BG EXPENSE	\$ 199.63
8/2/2023	213538	COMPUTER INTEGRATION TECHNOLOGIES INC	IP Phone	\$ 2,499.00
8/2/2023	213539	CITY OF RED WING	KC water park	\$ 692.04
8/2/2023	213540	FAST COPY CENTER	Student Passes	\$ 116.50
8/2/2023	213541	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 6,657.00
8/2/2023	213542	MARCO TECHNOLOGIES, LLC.	Copier Lease Pymt	\$ 690.00
8/2/2023	213543	MC GRAW-HILL COMPANIES	Multiple Invoices	\$ 643.90
8/2/2023	213544	MYSTERY SCIENCE	subscription	\$ 10,360.00
8/2/2023	213545	NASCO	Multiple Invoices	\$ 1,311.35
8/2/2023	213549	QUADIENT LEASING USA, INC.	Lease Pymt	\$ 1,780.44
8/2/2023	213550	RED CEDAR STEEL	RB/MMS Skylights	\$ 12,450.00
8/2/2023	213551	RIVER CITY STITCH LLC	Multiple Invoices	\$ 1,110.00
8/2/2023	213552	SCHOOL SPECIALTY	supplies	\$ 333.00
8/2/2023	213558	STAPLES -(PAPER)	Multiple Invoices	\$ 3,971.34
8/2/2023	213559	TOTAL EXCAVATING LLC	Parking Lot Repair	\$ 14,006.25
8/2/2023	213561	YMCA CAMP ST CROIX	KC Field Trip	\$ 1,270.00
8/9/2023	213562	AEP CONNECTIONS LLC	Webinar fee	\$ 150.00
8/9/2023	213563	AIR COMMUNICATIONS OF WI, INC	Multiple Invoices	\$ 2,149.32
8/9/2023	213565	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 2,899.66
8/9/2023	213566	ANDERSON, TERRI	Reim supplies	\$ 185.78
8/9/2023	213568	AWSA	Multiple Invoices	\$ 1,030.00
8/9/2023	213569	BALDWIN LIGHTSTREAM	internet & phone	\$ 1,601.84
8/9/2023	213570	BRENNER, KAILEY	CE Class Pymt	\$ 136.80
8/9/2023	213571	C & L COMMUNICATIONS INC	July Locates	\$ 1,827.50
8/9/2023	213572	CAMPBELL, BROOKE	CE Class Pymt	\$ 256.50
8/9/2023	213574	CESA 9	WVS Enrollments	\$ 590.00
8/9/2023	213575	CHIPPEWA VALLEY SPORTING GOODS	supplies	\$ 1,425.00
8/9/2023	213576	CINTAS	BG Expense	\$ 225.91
8/9/2023	213577	COMPUTER INTEGRATION TECHNOLOGIES INC	Multiple Invoices	\$ 46,985.06
8/9/2023	213578	CITY OF MENOMONIE	KC Field Trip	\$ 680.00
8/9/2023	213579	CITY OF RED WING	KC Field Trip	\$ 657.00
8/9/2023	213580	CONFIDENTIAL RECORDS, INC.	Multiple Invoices	\$ 199.80
8/9/2023	213581	CONSTRUCTIVE PLAYTHINGS	Supplies	\$ 344.59
8/9/2023	213584	DECHEINE, LAURA	Musical Choreography	\$ 500.00
8/9/2023	213585	DICK'S MARKET	supplies	\$ 2,541.05
8/9/2023	213587	DISCOUNT SCHOOL SUPPLY	supplies	\$ 1,038.38
8/9/2023	213588	DULANEY, KATE	Reim supplies	\$ 583.02
8/9/2023	213590	ERS TESTING, LLC	Inspections	\$ 1,871.40
8/9/2023	213593	GUMBALL.COM	Bill Change Machine	\$ 1,979.13

## Publication List - Checks over \$100 - Sept 2023 Meeting

8/9/2023	213594	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 1,448.03
8/9/2023	213595	HORIZON COMMERCIAL POOL SUPPLY-INC	Multiple Invoices	\$ 1,167.36
8/9/2023	213596	HUDSON PHYSICIANS	Health Exams	\$ 780.00
8/9/2023	213597	HUEBSCH	Multiple Invoices	\$ 530.45
8/9/2023	213598	INSTRUMENTAL MUSIC CO.,INC.	Supplies	\$ 484.00
8/9/2023	213599	J W PEPPER & SON INC	Multiple Invoices	\$ 845.24
8/9/2023	213600	KURITA AMERICA INC.	Chemicals	\$ 2,807.34
8/9/2023	213601	KWIK TRIP, INC.	Fuel	\$ 1,947.43
8/9/2023	213602	LAWSON PRODUCTS INC	Parts	\$ 141.79
8/9/2023	213603	LINDAMAN, JO ANNE	ftball admission \$	\$ 2,000.00
8/9/2023	213605	MARCO	Caopier Buyout	\$ 28,681.40
8/9/2023	213607	MARCO TECHNOLOGIES LLC	Multiple Invoices	\$ 1,021.81
8/9/2023	213608	MARCO TECHNOLOGIES, LLC.	copier lease pymt	\$ 161.47
8/9/2023	213609	MARK'S PLUMBING PARTS	Multiple Invoices	\$ 128.15
8/9/2023	213610	MISSISSIPPI WELDERS SUPPLY	Tech Ed Supplies	\$ 300.00
8/9/2023	213611	NASCO	supplies	\$ 625.52
8/9/2023	213613	NATIONAL SPEECH & DEBATE ASSOCIATION	Reg fee	\$ 248.00
8/9/2023	213614	NEO ELECTRICAL SOLUTIONS LLC	Service Call	\$ 285.31
8/9/2023	213615	REINARDY, RENEE	CE Class Pymt	\$ 260.00
8/9/2023	213616	RENAISSANCE	FastBridge Training	\$ 4,750.00
8/9/2023	213618	RIVER CITY DISPOSAL, INC.	July Garbage	\$ 2,905.30
8/9/2023	213619	RIVER CITY STITCH LLC	Supplies	\$ 210.00
8/9/2023	213620	RIVER FALLS ACE HARDWARE	Multiple Invoices	\$ 1,665.78
8/9/2023	213622	RIVER FALLS MUNICIPAL	Multiple Invoices	\$ 70,847.03
8/9/2023	213624	SECURITY CHECK ME INC	Multiple Invoices	\$ 252.00
8/9/2023	213625	SHERWIN WILLIAMS CO	Paint	\$ 278.22
8/9/2023	213626	SNAKE DISCOVERY, LLC	KC Field Trip	\$ 410.00
8/9/2023	213627	ST. CROIX VALLEY RESTORATIVE SERVICES	Student Sessions	\$ 1,800.00
8/9/2023	213628	STAPLES -(PAPER)	Multiple Invoices	\$ 217.21
8/9/2023	213629	ST CROIX GAS	Multiple Invoices	\$ 3,342.91
8/9/2023	213630	TECH ACADEMY/COMPUTER EXPLORERS	CE Class Pymt	\$ 1,080.00
8/9/2023	213631	THE JOURNAL	Legal Postings	\$ 252.46
8/9/2023	213632	TRANSFINDER CORPORATION	subscription	\$ 5,900.00
8/9/2023	213633	TROLLHAUGEN	KC Field Trip	\$ 3,328.00
8/9/2023	213634	UNITED WAY ST.CROIX VALLEY	Multiple Invoices	\$ 110.00
8/9/2023	213635	WEINSTEIN, RICHELE	CE Class Pymt	\$ 829.60
8/9/2023	213637	WISCONSIN BUS SALES	Fuel Tank for bus	\$ 1,846.80
8/9/2023	213638	WI SCTF	Payroll accrual	\$ 127.51
8/9/2023	213639	EDUTRAK, LLC	Subscription	\$ 5,008.30
8/16/2023	213641	ACTION CITY	KC Field Trip	\$ 2,717.00
8/16/2023	213643	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 1,469.86
8/16/2023	213644	APPLE INC.	Multiple Invoices	\$ 3,137.00
8/16/2023	213645	ARNE, CHERYL	Driver Meals	\$ 107.00
8/16/2023	213646	AT&T	715 425-1803 147 0	\$ 1,359.77
8/16/2023	213647	AT&T BUSINESS DIRECT	Multiple Invoices	\$ 1,653.44
8/16/2023	213648	AUTO VALUE	Multiple Invoices	\$ 256.17
8/16/2023	213649	BAILEY, LINDA	Multiple Invoices	\$ 1,000.00

## Publication List - Checks over \$100 - Sept 2023 Meeting

8/16/2023	213652	CARDIO PARTNERS INC.	supplies	\$ 969.00
8/16/2023	213653	CINTAS	BG EXPENSE	\$ 242.91
8/16/2023	213654	COMPUTER INTEGRATION TECHNOLOGIES INC	LCD Monitor	\$ 140.00
8/16/2023	213656	DECKER INC	Supplies	\$ 171.45
8/16/2023	213657	DIXEN, STARLA	Training	\$ 700.00
8/16/2023	213658	EDMENTUM	Online prog	\$ 4,740.00
8/16/2023	213659	ELLS, JAMES	Driver Meals	\$ 162.00
8/16/2023	213661	FAIRVIEW CLINICS	DOT Exam	\$ 122.00
8/16/2023	213662	GRAINGER	Circulating pump	\$ 464.34
8/16/2023	213663	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 8,841.85
8/16/2023	213664	HORIZON CPO SEMINARS	Multiple Invoices	\$ 1,125.00
8/16/2023	213666	HUDSON PHYSICIANS	health screens	\$ 540.00
8/16/2023	213667	JACKSON & ASSOCIATES LLC	Temp Roof Patch	\$ 2,340.00
8/16/2023	213669	JOHNSON CONTROLS FIRE PROTECTION LP	Panic Monitoring	\$ 216.00
8/16/2023	213671	KINNI SPORT & POWER	Scag Service/Repair	\$ 1,076.93
8/16/2023	213673	LARSON'S APPLIANCE CENTER	Fridge	\$ 1,113.00
8/16/2023	213674	LINEHAN OUTDOOR SERVICES, LLC.	Concrete work	\$ 8,909.25
8/16/2023	213675	MASTERCARD CORPORATE CLIENTS	Multiple Invoices	\$ 14,995.68
8/16/2023	213676	MC GRAW-HILL COMPANIES	EDM Materials	\$ 1,648.35
8/16/2023	213677	MENARDS	Multiple Invoices	\$ 277.21
8/16/2023	213678	MERIDIAN CONSULTING GROUP	Health/Safety Svcs	\$ 1,260.00
8/16/2023	213680	MOBYMAX EDUCATION, LLC	All Student License	\$ 175.00
8/16/2023	213681	BUREAU VERITAS NAT'L ELEVATOR INSPECTION SV	Elevator Inspections	\$ 240.00
8/16/2023	213683	OFFICE ENTERPRISES, INC.	cartridge/labels	\$ 248.34
8/16/2023	213684	PARAGON DEVELOPMENT SYSTEMS INC	Proj/Ceiling Mounts	\$ 6,544.00
8/16/2023	213686	POWERSCHOOL GROUP LLC	Subscription	\$ 17,363.60
8/16/2023	213688	RIVER CITY STITCH LLC	Staff T-Shirts	\$ 1,030.00
8/16/2023	213689	SCHOLASTIC INC	Multiple Invoices	\$ 2,426.94
8/16/2023	213691	SHERWIN WILLIAMS CO	Paint	\$ 116.17
8/16/2023	213692	SHIPP, MATTHEW	Lic/fingerprinting	\$ 136.00
8/16/2023	213694	SILVER, CHRISTOPHER	Conf Reg Fee	\$ 250.00
8/16/2023	213695	SOLUTION TREE	Conf book order	\$ 268.45
8/16/2023	213697	STAPLES -(PAPER)	Multiple Invoices	\$ 5,155.76
8/16/2023	213699	STEP SAVER, INC.	Multiple Invoices	\$ 175.78
8/16/2023	213701	STRYKE SECURITY, INC.	Platform/access	\$ 15,587.00
8/16/2023	213702	STANAITIS, MICKAL	Driver Meals	\$ 102.00
8/16/2023	213703	THE SKATE RANCH, LLC	KC Field Trip	\$ 734.00
8/16/2023	213704	TREETOP PUBLISHING, INC.	supplies	\$ 127.55
8/16/2023	213705	ULINE	Multiple Invoices	\$ 5,567.48
8/16/2023	213706	VERIZON WIRELESS	July 02-Aug01	\$ 1,902.94
8/16/2023	213707	VITT, PETER	Reim supplies	\$ 133.96
8/16/2023	213708	WASBO	Reg Fee	\$ 216.00
8/16/2023	213709	WINSOR LEARNING INC	Subscriptions	\$ 299.40
8/16/2023	213710	WOLF, GERALD	Driver Meals	\$ 121.00
8/23/2023	213711	5 STAR RESTROOM RENTALS	Multiple Invoices	\$ 1,995.00
8/23/2023	213712	ACCESS SECURITY INC.	Panic/Fire button	\$ 2,532.00
8/23/2023	213713	ALLINA HEALTH SYSTEM	Multiple Invoices	\$ 5,950.50

## Publication List - Checks over \$100 - Sept 2023 Meeting

8/23/2023	213716	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 5,456.15
8/23/2023	213718	ARROW LIFT ACCESSIBILITY	Multiple Invoices	\$ 504.00
8/23/2023	213721	BAILEY, LINDA	Aug Svcs	\$ 400.00
8/23/2023	213722	BLICK ART MATERIALS	Art Supplies	\$ 1,186.67
8/23/2023	213723	BOND TRUST SERVICES CORP.	Gen Obligation Bonds	\$ 400.00
8/23/2023	213724	BSN SPORTS	supplies	\$ 294.00
8/23/2023	213725	ST CROIX LANES	Football bowling	\$ 700.00
8/23/2023	213727	CESA 6	Multiple Invoices	\$ 7,258.00
8/23/2023	213728	CHARACTER.ORG	Conf Reg Fees	\$ 723.00
8/23/2023	213729	CHARTWELLS	July Invoice	\$ 17,386.40
8/23/2023	213731	CINTAS	BG Expense	\$ 225.91
8/23/2023	213732	COMPUTER INTEGRATION TECHNOLOGIES INC	3 Chromebooks	\$ 981.43
8/23/2023	213734	CRAIL, DAVID	Grad Course Reim	\$ 1,350.00
8/23/2023	213735	CROWN TROPHY	supplies	\$ 149.20
8/23/2023	213736	CRYSTAL GATEWAY MARRIOTT	Multiple Invoices	\$ 1,672.00
8/23/2023	213737	DAN PAULUS	CE Fall/Winter Catalog	\$ 1,200.00
8/23/2023	213738	DEMCO INC	supplies	\$ 151.19
8/23/2023	213739	DEMPSEY, LISA	Wellness Grant	\$ 500.00
8/23/2023	213741	EHLERS & ASSOCIATES INC	Arbitrage Report	\$ 3,000.00
8/23/2023	213742	EVAC CHAIR	Multiple Invoices	\$ 4,188.00
8/23/2023	213743	FACTORY MOTOR PARTS COMPANY	BG Supplies	\$ 475.44
8/23/2023	213744	GIPPER MEDIA, INC.	subscription	\$ 1,050.00
8/23/2023	213745	GOLDEN VALLEY SUPPLY CO	Ceiling Tiles	\$ 372.87
8/23/2023	213747	HALLBERG ENGINEERING INC	Ren Project	\$ 1,500.00
8/23/2023	213748	HALLMAN LINDSAY PAINT	goal line paint	\$ 1,858.80
8/23/2023	213749	HARRIS	Multiple Invoices	\$ 19,105.75
8/23/2023	213750	HIGH NOON BOOKS	Rdg Interv. prog	\$ 168.30
8/23/2023	213751	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 5,906.56
8/23/2023	213753	IXL LEARNING	Subscription	\$ 2,495.00
8/23/2023	213754	J H LARSON COMPANY	Plumbing supplies	\$ 115.43
8/23/2023	213755	J W PEPPER & SON INC	Multiple Invoices	\$ 748.48
8/23/2023	213757	LAMINATION DEPOT	laminating film	\$ 379.92
8/23/2023	213758	LARSON, NICHOLE	Reim supplies (KOC)	\$ 727.32
8/23/2023	213760	MARCO TECHNOLOGIES, LLC.	copier lease pymt	\$ 302.63
8/23/2023	213761	MARIACHI LOCO	football catering	\$ 1,915.00
8/23/2023	213762	MENARDS	Multiple Invoices	\$ 636.96
8/23/2023	213763	MINNESOTA COACHES, INC./HASTINGS BUS CO.	CE-Jersey Boys Trip	\$ 1,053.31
8/23/2023	213764	MUSIC THEATRE INTERNATIONAL	Scripts for Musical	\$ 815.00
8/23/2023	213765	BUREAU VERITAS NAT'L ELEVATOR INSPECTION SV	Elevator Inspections	\$ 160.00
8/23/2023	213766	NOODLETOOLS INC	Subscription	\$ 470.00
8/23/2023	213767	O'ROURKE MEDIA GROUP-MINNESOTA, LLC	Multiple Invoices	\$ 101.99
8/23/2023	213769	PITSCO EDUCATION, LLC	media supplies	\$ 505.44
8/23/2023	213772	PROGRESS PUBLICATIONS	Student Folders	\$ 547.50
8/23/2023	213774	READ-BENUSA, NATALIE	Reim supplies	\$ 196.49
8/23/2023	213775	READ NATURALLY INC	Licenses	\$ 2,470.00
8/23/2023	213776	RELIANCE ELECTRIC MOTORS	Fan (AHU 10)	\$ 186.50
8/23/2023	213777	RENAISSANCE	Subscription	\$ 22,672.00

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## Publication List - Checks over \$100 - Sept 2023 Meeting

8/23/2023	213778	RIVER CITY STITCH LLC	supplies	\$ 840.75
8/23/2023	213779	RYDIN	Parking Permits	\$ 473.64
8/23/2023	213781	SCHOLASTIC INC	supplies	\$ 2,194.31
8/23/2023	213782	SCHOOL PERCEPTIONS LLC	Community Survey	\$ 1,900.00
8/23/2023	213783	SHERWIN WILLIAMS CO	Paint	\$ 137.38
8/23/2023	213784	SPORTING WORLD	new student supplies	\$ 200.00
8/23/2023	213785	STALKER SPORTS FLOORS	Gym Floor	\$ 11,500.00
8/23/2023	213786	STAPLES -(PAPER)	Multiple Invoices	\$ 595.58
8/23/2023	213789	STREET TREATS ICE CREAM	KC Summer Prog	\$ 3,300.00
8/23/2023	213790	SUNRISE NURSERY & LANDSCAPING	Trees	\$ 1,189.83
8/23/2023	213791	T-MOBILE	Bus Wi-Fi	\$ 172.20
8/23/2023	213794	TURNITIN LLC	subscription	\$ 4,584.48
8/23/2023	213796	UNITED WAY ST.CROIX VALLEY	Multiple Invoices	\$ 110.00
8/23/2023	213797	UWRF PARKING OFFICE	Multiple Invoices	\$ 180.00
8/23/2023	213798	WI ASSOC OF SCHOOL BOARDS,INC	subscription	\$ 150.00
8/23/2023	213799	WASDA	Wksp Reg Fee	\$ 185.00
8/23/2023	213800	WEST BEND MUTUAL INSURANCE	WC/business Insur	\$ 338.00
8/23/2023	213801	WILS	Supplies	\$ 1,795.20
8/23/2023	213802	WI SCTF	Payroll accrual	\$ 127.51
8/23/2023	213803	WSMA	Marching Band Fee	\$ 230.00
8/30/2023	213809	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 5,104.11
8/30/2023	213810	AUTO VALUE	battery	\$ 169.99
8/30/2023	213811	BARRON HIGH SCHOOL	WIAA - GGO - 8/11	\$ 125.00
8/30/2023	213812	BATTERIES PLUS BULBS-HUDSON	Multiple Invoices	\$ 623.00
8/30/2023	213813	BLACK GOLD ENVIRONMENTAL SERVICES	Oil Tank	\$ 3,257.00
8/30/2023	213814	BLICK ART MATERIALS	Supplies	\$ 185.02
8/30/2023	213815	BRIGHTLY SOFTWARE, INC.	SchoolDude Pymt	\$ 7,316.71
8/30/2023	213817	CHIPPEWA FALLS HIGH SCHOOL	WIAA; GGO; 8/21	\$ 125.00
8/30/2023	213819	CINTAS	BG Expense	\$ 225.91
8/30/2023	213820	COMPUTER INTEGRATION TECHNOLOGIES INC	Multiple Invoices	\$ 932.00
8/30/2023	213823	CONSTRUCTIVE PLAYTHINGS	supplies	\$ 151.66
8/30/2023	213824	CURRICULUM ASSOCIATES LLC	supplies	\$ 125.16
8/30/2023	213826	EAU CLAIRE MEMORIAL HIGH SCHOOL	WIAA; GGO; 8/22	\$ 175.00
8/30/2023	213827	EAU CLAIRE MEMORIAL HIGH SCHOOL	WIAA; GSW; 8/26	\$ 150.00
8/30/2023	213828	EAU CLAIRE NORTH HIGH SCHOOL	WIAA; GGO; 8/28	\$ 150.00
8/30/2023	213829	EXPRESS SERVICES INC	Sub fulfillment	\$ 256.00
8/30/2023	213830	GOLDEN VALLEY SUPPLY CO	Ceiling Tiles	\$ 258.00
8/30/2023	213831	GRAPHIC DESIGN INC.	CE Fall/winter catalog	\$ 6,211.63
8/30/2023	213832	HARRIS	Service Callw	\$ 1,460.61
8/30/2023	213833	HERUM, NATASHA	Reim Travel Expenses	\$ 447.12
8/30/2023	213835	HORIZON COMMERCIAL POOL SUPPLY-INC	Pool Chemicals	\$ 871.26
8/30/2023	213836	HUB 70 DESIGN AND PRINT	Multiple Invoices	\$ 206.30
8/30/2023	213837	ILLUMINATE EDUCATION, INC.	software licenses	\$ 26,081.00
8/30/2023	213843	LEARNING A-Z	license	\$ 273.00
8/30/2023	213844	LEBO SIGN WORKS INC.	Room Signs	\$ 682.00
8/30/2023	213845	LEXIA LEARNING SYSTEMS LLC	Subscription	\$ 5,852.00
8/30/2023	213846	LIGHTSPEED TECHNOLOGIES	flex mike	\$ 1,328.00

## Publication List - Checks over \$100 - Sept 2023 Meeting

8/30/2023	213847	MAITRI LEARNING	RFPME Curriculum	\$ 433.90
8/30/2023	213848	MENARDS	Multiple Invoices	\$ 1,056.73
8/30/2023	213849	MENOMONIE HIGH SCHOOL	WIAA; VB Invite; 8/25	\$ 350.00
8/30/2023	213850	NASCO	Multiple Invoices	\$ 2,322.17
8/30/2023	213851	NCS PEARSON INCORPORATED	SPED Supplies	\$ 383.00
8/30/2023	213852	NEW RICHMOND HIGH SCHOOL	WIAA; GGO; 8/16	\$ 175.00
8/30/2023	213855	RAMSEY COUNTY PARKS & RECREATION	KC Field Trip	\$ 756.00
8/30/2023	213857	RF WEAC	New Teacher Meal	\$ 280.00
8/30/2023	213858	RIVER CITY STITCH LLC	Multiple Invoices	\$ 2,082.80
8/30/2023	213859	SCHAEFFER MFG INC	Oil	\$ 5,805.00
8/30/2023	213860	SCHOOL-CONNECT	Licenses	\$ 950.00
8/30/2023	213861	SCHOOL SPECIALTY	supplies	\$ 1,659.26
8/30/2023	213864	SWANSON, KAREN	Reim Travel Expense	\$ 217.80
8/30/2023	213865	SYLVA CORPORATION, INC.	Multiple Invoices	\$ 8,160.00
8/30/2023	213869	WELLS, NATHAN	Reim Travel Expense	\$ 217.80
8/30/2023	213870	WILLIAM V MACGILL AND CO	Health Supplies	\$ 2,705.06

## RIVER FALLS BOARD OF EDUCATION MEETING

Monday, September 18, 2023

### Personnel Agenda:

1. Recommended approval of the employment of Heidi Usgaard as 1.0 FTE Instructional Coach at Rocky Branch Elementary School effective August 23, 2023 (replaces Rachel Mader). Ms. Usgaard earned her bachelor's degree from UW-River Falls and her master's degree from UW-La Crosse. She has twenty-five years of experience (Hammond WI) and her salary will be based on level H2M of the salary ladder.
2. Recommended approval of the employment of Elizabeth Joosten as part-time long term substitute Vocal Music Teacher at River Falls High School effective approximately August 28, 2023 through October 6, 2023 (for Sarah Plum).
3. Recommended approval of the employment of Troy Kent as full-time long term substitute Special Education Teacher at Greenwood Elementary School effective approximately September 27, 2023 through February 1, 2024 (for Stephanie Heinen and Ashleigh Olson).
4. Recommended approval of the hiring of the following short-term, on call Substitute Teachers:
  - a. Holly Andrews
  - b. Brooke Keilen
  - c. Cheryl Klanderman
  - d. Vincent Pedavoli
  - e. Mitchell Rand
  - f. Alexandra Squier
  - g. Elizabeth Swanson
  - h. Kris Thompson
  - i. Megan Woehrer
  - j. Hillary Hatch
  - k. Tyler Sampson
  - l. Ramona Shilts
  - m. Edward Chew

**School District of River Falls**  
**Finance and Facilities Committee meeting Report**

Monday, September 11, 2023 - 6:00 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, September 11, 2023 at District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Miller called the meeting to order at 6:00 pm. It was ascertained that notice of the meeting had been properly posted in the appointed locations, and sent to the *Star-Observer*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram*.

**PRESENT**

Committee members Mike Miller (Chair), Bob Casey and Alison Page were present. Also present were Board members Lindsey Curtis, Cindy Holbrook, Stacy Johnson Myers, and Alan Tuchtenhagen. Superintendent Jamie Benson, Director of Human Resources David Bell and Director of Finance and Facilities Lynette Coy were also present.

**HEARING OF VISITORS OR DELEGATIONS**

**1. Draft 2023-24 Budget & Annual Meeting Booklet**

Director of Finance and Facilities Lynette Coy reviewed the draft 2023-24 Budget & Annual Meeting booklet which will be printed and made available to the public prior to the September 18, 2023 Annual Meeting & Budget Hearing.

No action, informational only.

**2. Referendum Community Survey**

Director of Finance and Facilities Lynette Coy reviewed the referendum community survey that will be mailed to all resident households in the next couple weeks.

No action, informational only.

**3. Proposed/suggested items for the next regular and future Finance & Facilities meeting agenda(s)**

As always, committee members will be given the opportunity to suggest items for future committee and/or Board meeting agendas. No suggestions.

**4. Schedule next Board/Committee meetings**

Finance and Facilities Committee meeting, Monday, October 9, 2023, 6:00 p.m.

**5. Convene to Executive Session**

Mike Miller motioned, seconded by Bob Casey to convene to executive session pursuant to Wisconsin § 19.85(1)(e) for the consideration of purchasing property. Roll call vote was taken with Mike Miller, Bob Casey and Allison Page voting aye. Convened to executive session at 6:25 p.m.

No action taken in executive session.

**6. ADJOURN**

Chair Mike Miller adjourned the meeting at 6:58 p.m.

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Mike Miller, Finance and Facilities Committee Chair

**School District of River Falls  
Personnel Committee Meeting Report**

Monday, September 11, 2023 - at 7:00 PM or immediately following the 6:00 PM Finance & Facilities meeting  
852 E Division Street  
River Falls, Wisconsin 54022

The Board of Education's Personnel Committee meeting was held on Monday, September 11, 2023 at District Office 852 E Division Street, River Falls, Wisconsin 54022. Chair Johnson Myers called the meeting to order at 6:58 PM. It was ascertained that notice of the meeting had been properly posted in the appointed locations, and sent to the *Star-Observer*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram*.

**PRESENT**

Committee Members Stacy Johnson Myers (Chair), Bob Casey, and Cindy Holbrook were present. Board members Lindsey Curtis, Mike Miller, Alison Page, and Alan Tuchtenhagen were present. Superintendent Jamie Benson, Director of Finance and Facilities Lynette Coy, and Director of Human Resources and Leadership Development David Bell were also present.

1. **CALL TO ORDER - 6:58 PM**

2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**

3. **HEARING OF VISITORS OR DELEGATIONS-NONE**

4. **CERTIFIED STAFFING UPDATE**

The committee discussed the status of certified staff recruitment for the 2023-24 school year.

**Action:** None, informational only.

5. **NEW TEACHER ORIENTATION REPORT**

The committee discussed feedback from the 2023 New Teacher Orientation.

**Action:** None, informational only.

6. **EMPLOYEE RETAINMENT REPORT**

The committee reviewed and discussed certified and support staff retention data.

**Action:** None, informational only.

7. **INSURANCE CONSULTATION SERVICES REP UPDATE**

The administrative team provided an update on the insurance consultant/broker search.

**Action:** None, informational only.

8. **HIGH SCHOOL SECRETARY JOB DESCRIPTION**

The administrative team recommended tabling revisions to the High School Secretary Job Description until all stakeholders have a chance to review the updates.

**Action:** None.

9. **PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE PERSONNEL MEETING AGENDA(S)**

Committee members were given the opportunity to suggest items for future committee and/or Board meeting agendas.

**Action:** No recommendations at this time.

10. **SCHEDULE NEXT PERSONNEL COMMITTEE MEETING**

Upcoming committee meeting dates, times, and locations were reviewed.

**Action:** Set the meeting schedule as follows:

Personnel Committee meeting, Monday, October 9, 2023, 7:00 p.m. (or immediately following Finance & Facilities)

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

11. **ADJOURN AT 7:45 PM**

## SCHOOL DISTRICT OF RIVER FALLS

River Falls, Wisconsin 54022

shaded areas = *Changes between 1st and 2nd reading*

411-Rule (3)

### TRANSGENDER GENDER DIVERSE STUDENTS

It is the policy of the Board of Education to maintain an educational environment that supports the inclusion, safety, and privacy of all students, including those students ~~having~~ **with** a gender identity **different from gender assigned at birth based on anatomy or a gender expression** that differs from societal expectations ~~based on gender assigned at birth~~.

#### Definitions

~~“Transgender” – Having a gender identity or gender expression that differs from societal expectations based on gender assigned at birth. Also referred to as “gender nonconforming”, and/or “gender diverse”.~~ **A person assigned one way as sex or gender at birth, but in a binary system identifies differently.**

~~**Gender nonconforming – People who express behaviors in a manner different from expectations set by societal norms.**~~

~~“Gender identity” – A deeply held and sincere sense or psychological knowledge of one’s own gender. A student may have a different gender identity than~~ **from the sex or gender assigned at birth.**

~~“Gender expression” – The manner in which a student represents or expresses their gender. This includes, **including** but is not necessarily limited to, external appearance, characteristics, **dress**, or behaviors. typically associated with a specific gender.~~

~~“Gender Diverse” – A person whose gender identity or gender expression does not align to socially defined male or female norms.~~

#### Supporting the Student

**When a student informs District staff that they are transgender, the student may be referred to student services staff who are trained with respect to District policy and applicable state and federal law. A member of the student services team, in consultation with the Principal, will meet with the student to determine the student’s needs, including accommodations related to facility use (including restrooms and locker rooms), student records, the use of chosen names and pronouns, athletics, and extracurricular activities. Supports and accommodations provided to the student will be developmentally appropriate based on the student’s age and grade.**

#### Parental/Guardian Communication and/or Consent

**The District recognizes the importance of parental involvement and strives to maintain positive relationships with all school families. Accordingly, while meeting with the student, staff will emphasize the importance of parent/guardian involvement, assist the**

student in navigating conversations with parents/guardians about their gender status if requested, and identify any concerns regarding self-harm and/or the student's safety at home.

### Legal Rights

In implementing this policy, the District will comply with all applicable legal authority including state and federal laws and regulations as well as binding state and federal court decisions interpreting the laws and regulations.

### Name and Pronouns

**District staff will honor a transgender student's request to be addressed by a chosen name and/or pronoun corresponding to the student's gender identity, regardless of whether the student has obtained a court-ordered name or gender change. Parental/guardian consent will be required for all formal changes to student records, unless the student obtains a court-ordered name change or is no longer a minor and/or under other guardianship.**

### Restroom Use

~~All students, including transgender~~ **Gender diverse** students, are allowed to use restrooms that correspond with the student's gender identity. ~~District schools are encouraged to provide one or more easily accessible unisex single-stall bathroom(s) for use by any student desiring privacy, regardless of the reason.~~ **Unisex bathrooms are available to all students at any time.** No student will be compelled to use a unisex bathroom or gender-specific bathroom **for any reason.**

### Locker Room and Showers

Transgender students who wish to use the locker room **and/or showers** corresponding to their gender identity will be provided an accommodation that best meets the needs of the transgender student and other District students. Such accommodations will be determined on an ~~student-by-student~~ **individual** basis, ~~by the student's principal,~~ upon written request by the student, and in consultation with the student and/or the student's parent(s)/guardian(s), **by the school principal, and will consider the students age, grade, and developmental characteristics (as well as other students privacy considerations). A transgender student may not be required to use the locker room corresponding to the student's sex assigned at birth.**

**With respect to any/all students,** ~~accommodations could include any of the following:~~ **regarding locker rooms and showers, the District may offer any of the following:** 1) use of a private area within the public locker room (a bathroom stall with a door, an area separated by a curtain, ~~a PE instructor's office in the locker room~~); 2) a separate changing **and/or showering** schedule in a private area (either utilizing the locker room before or after other students); 3) use of an alternative private area (a referee locker room, a nearby restroom, a nurse's office); 4) access to the locker room corresponding to the student's sex assigned at birth; or 5) access to the locker room corresponding to the student's gender identity. ~~A transgender student may not be required to use the locker room corresponding to the student's sex assigned at birth.~~

**NOTE: Based upon exceptional circumstances related to the student's safety or mental health, the superintendent may suspend the parent/guardian consent requirement. This unusual circumstance does not eliminate existing mandatory reporting requirements for school employees, nor does it diminish the district's emphasis on the importance of parent/guardian involvement.**

### **Confidentiality**

A student's transgender status, legal name, gender assigned at birth, and/or related medical information will be kept confidential in compliance with applicable state, ~~local~~, and federal privacy laws. District administration and staff shall not disclose any information that may reveal a student's transgender status to others unless legally required, or unless the student or the student's parent or guardian has authorized the disclosure.

### **Official Records**

The District shall comply with all legal requirements to use a student's legal name and/or gender on official District records or documents. To the extent that a document is not required to use a student's legal name and/or gender on a document, the District will use the name and gender preferred by the student that reflects the student's gender identity.

### **Harassment and Bullying**

Discrimination, bullying, and harassment on the basis of gender identity or expression is prohibited in the District. Any form of harassment will be addressed pursuant to the District's existing policies, including Board Policies 411 and 411.1.

### **Participation in Gender-Based Activities**

All students will be permitted to participate in **district activities such as** physical education classes, ~~intramural sports/clubs and other gender-based District activities~~ in a manner consistent with their gender identity. **Exceptions to such participation are subject to rules/guidelines established by other state/national organizations.**

### **Athletics**

**All students will be able to participate in school-sponsored WIAA athletics in accordance with WIAA policy, procedures, and guidelines.**

If denied participation as a ~~transgender~~ **gender diverse** student athlete, the student and/or parent(s)/guardian(s) may submit an appeal in writing to the ~~District Compliance Officer or District Administrator~~ **Superintendent** within thirty (30) calendar days of the decision. Upon receipt of an appeal, the ~~Compliance Officer~~ **Superintendent** will convene an appeals panel within five (5) business days. The panel will consist of three individuals, including the ~~Compliance Officer~~, **Superintendent**, a licensed counselor, physician or psychologist, and a member of administration within the District other than the ~~District Administrator~~ **Superintendent**. The student and the parent(s)/guardian(s) will be provided the opportunity to address the appeals panel. All documentation submitted on behalf of the student and documents used in the initial decision-making process will be available for review by the appeals panel. The appeals panel must send a written decision to the student and the parent(s)/guardian(s) (and the WIAA if applicable) within three (3) business days.

**Dress Code**

All District employees shall respect the gender expression of all students and must respect the right of a student to dress in accordance with the student's gender identity. Any applicable District dress code shall be applied on a gender-neutral basis and will not be selectively or more strictly enforced against transgender gender diverse students, **as per district dress code policy(s)**.

**Education/Training**

It is the ~~desire~~ **expectation** of the Board that **District staff are trained on Board policy and state and federal law regarding sex-based harassment including the types of conduct that constitute sex-based harassment and how to report it. In addition, it is the expectation of the Board that students will receive age-appropriate learning opportunities regarding sex-based harassment and how to report it – just as is expected with any/all forms of harassment.**

LEGAL REF.: Section 118.13 Wisconsin Statutes

PI 9, 41, Wisconsin Administrative Code

Title IX, Education Amendments of 1972

Title VI, Civil Rights Act of 1964

Section 504 of the Rehabilitation Act of 1973

Americans with Disabilities Act of 1990

Individuals with Disabilities Education Act

Civil Rights Act of 1991

McKinney-Vento Homeless Education Assistance Act

CROSS REF.: 411, Equal Educational Opportunities

411-Rule (1), Student Discrimination Complaint Procedures

411-Rule (2), Procedures for Requesting Exclusion from a Course Due to a Student's Religious Beliefs

342.1, Programs for Children with Disabilities

411.1, Harassment

Special Education Policy Handbook

**WIAA Transgender Participation Policy**

APPROVED: October 19, 2015

~~July 2023~~

**September 18, 2023**