

School District of River Falls Regular Board Meeting

May 20, 2024 - 6:00 PM

District Office

852 E Division Street

River Falls, Wisconsin 54022

Personnel Committee members: Stacy Johnson Myers (Chair), Alison Page, & Alan Tuchtenhagen

A quorum of the Board may be present for information-gathering purposes only.

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 DISTRICT ADMINISTRATIVE OFFICE CONFERENCE ROOM

2. MANNER OF PUBLIC NOTIFICATION OF MEETING

3. PLEDGE OF ALLEGIANCE

4. HEARING OF VISITORS OR DELEGATIONS

5. INFORMATIONAL ITEMS

A. Wildcat Pride Awards

1. Eileen Brownlee

Description: In recognition of her service to the School District of River Falls.

2. Lilliana Ehresmann

Description: In recognition of her service as a 2023-24 Student Board Representative.

3. Anika Hovland

Description: In recognition of her service as a 2023-24 Student Board Representative.

B. Superintendent, Administrative, and Student Representative Reports

1. Student Representative Reports

2. Administrative Reports related to Building-Level SMART Goals 2023-24

a. Greenwood and River Falls Public Montessori Elementary

Description: Presentation Link

3. Superintendent Report

Description: Design & Planning Team referendum construction update.

6. ACTION ITEMS

A. Approval of Minutes, bills, and recommended employment

5

Description: The following have been submitted for approval:

Item 1: April 15, 2024, Regular Board of Education meeting minutes

Item 2: April 22, 2024 Board of Education Reorganizational meeting minutes

Item 3: Bills submitted for payment

Item 4: 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 May 6, 2024, Educational Program Committee recommendations

21

Description: The Educational Program Committee met on May 6, 2024, to hear a high school PLC update, to hear the pupil nondiscrimination report, to hear a summer school update, to approve the new policy 345.11 Class Rank for Wisconsin Act 95 Guaranteed UW System Admission Law, and to review policy 372/378 Student Publications and Productions.

Recommended Action: Approve the first reading of the new School Board Policy 345.11 Class Rank for Wisconsin Act 95 Guaranteed UW System Admission Law.

- C. Consideration and/or Action to read and acknowledge the Pupil Nondiscrimination Report and the self-evaluation process** **24**
Description: Director of Student Services, Mark Inouye, will provide a brief summary of the 5-year pupil nondiscrimination report. The report was presented at the May 6, 2024, Educational Program Committee.
Recommended Action: Read and acknowledge the self-evaluation process and report.
- D. Consideration and/or Action to approve the first reading of revised School Board Policy 372/378 Student Publications and Productions** **45**
Description: District Administration will provide recommendations for minor updates to Policy 372/378.
Recommended Action: Approve the first reading of revised School Board Policy 372 Student Publications and Productions.
- E. Consideration and/or Action to approve May 13, 2024, Finance & Facilities Committee recommendations** **46**
Description: The Finance and Facilities Committee met on May 13, 2024, to hear the 23-24 budget update, to hear the design & planning team update, to hear a food service update, to approve the 24-25 meal prices, to approve the debt issue and financing plan from the \$28M capital referendum, and finally to approve the house sale/disposal plan.
Recommended Action:
1. Approve food service meal prices for 2024-25.
2. Approve the sale/disposal plan for the house at the bus garage property.
- F. Adopt Resolution Establishing Parameters for the Sale of Not to Exceed \$28,000,000 General Obligation Promissory Notes** **53**
Description: The administration will provide a recommendation to approve the debt issue and financing plan for the \$28 million capital referendum.
Recommended Action: Adopt Resolution Establishing Parameters for the Sale of Not to Exceed \$28,000,000 General Obligation Promissory Notes.
- G. Approval of a resolution authorizing entry into an intergovernmental cooperation agreement relating to the “Wisconsin Investment Series Cooperative” and authorizing participation in the service programs of the fund** **84**
Description: The Director of Finance, Lynette Coy, will provide a recommendation to join WISC, using PMA for bond proceeds management and reporting.
Recommended Action: Approve a Resolution authorizing entry into an Intergovernmental Cooperation Agreement relating to the "Wisconsin Investment Series Cooperative" and authorizing participation in the service programs of the fund.
- H. Consideration and/or Action to approve May 13, 2024 Personnel Committee recommendations** **93**
Description: The Personnel Committee met on May 13, 2024, to hear a certified staffing update, to review the RF4C Coordinator job description, to approve letters of appointment for support staff, to approve the 24-25 hourly support staff salary schedule, to approve the 24-25 bus driver and teacher collective bargaining agreements, to update the employee handbook related to summer school employment, to approve revisions to computer workstation technician, software and staff development facilitator and supervisor of information technology services job descriptions. The committee also went into closed session to discuss 24-25 administrator and supervisor contracts.
Recommended Action:
1. Approve the revised RF4C Coordinator job description.
2. Approve sending letters of intent to all support staff positions.
3. Approve 2024-25 Support Staff Salary Schedule.
4. Approve 2024-25 Driver Collective Bargaining Agreement.
5. Approve 2024-25 Teacher Collective Bargaining Agreement.
6. Approve employee handbook updates pertaining 2024 summer school.
7. Approve updates to the Computer Workstation Technician, Software and Staff Development Facilitator² and Supervisor of Information Technology Services job descriptions.

I. Consideration and/or Action to approve the 2024-25 Supervisor Contracts

Description: The Personnel Committee is recommending the approval of the 2024-25 Supervisor Contracts. The average salary increase is 4.24%.

Recommended Action: Approve 2024-25 Supervisor Contracts as presented.

J. Consideration and/or Action to approve the 2024-25 Administrator Contracts

Description: The Personnel Committee is recommending the approval of the 2024-25 Administrator Contracts. The average salary increase is 4.0%.

Recommended Action: Approve 2024-25 Administrator Contracts as presented.

K. Consideration and/or Action to approve the first readings of revised School Board Policy 110 District Mission and Vision Statements, Policy 111 District Value Statements, Policy 130 School Board Responsibilities and Legal Status, Policy 152 Goal Setting, and Policy 152-Rule Goal Setting Procedure **114**

Description: The administrative team is recommending minor updates to the following policies in the 100 series.

Recommended Action:

1. Approve the first reading of revised School Board Policy 110 District Mission and Vision Statements.
2. Approve the first reading of revised School Board Policy 111 District Value Statements.
3. Approve the first reading of revised School Board Policy 130 School Board Responsibilities and Legal Status.
4. Approve the first reading of revised School Board Policy 152 Goal Setting.
5. Approve the first reading of revised School Board Policy 152-Rule Goal Setting Procedure.

L. Consideration and/or Action to approve the second reading of revised School Board Policies 535.1 Professional Staff Time Schedules and 535.3 Job Sharing **121**

Description: The first readings of revised policies 535.1 Professional Staff Time Schedules and 535.3 Job Sharing were approved at the March 25, 2024, Regular Board Meeting.

Recommended Action:

1. Approve the second reading of revised School Board Policy 535.1 Professional Staff Time Schedules.
2. Approve the second reading of revised School Board Policy 535.3 Job Sharing.

M. 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.

N. Schedule next Board/Committee meetings

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

Recommended Action: Set the meeting schedule as follows:

Board of Education Retreat: Monday, June 3, 2024, 3:00 p.m.

Educational Program Committee meeting: Monday, June 10, 2024, 6:00 p.m.

Finance and Facilities Committee meeting: Monday, June 17, 2024, 6:00 p.m.

Personnel Committee meeting: Monday, June 17, 2024, 7:00 p.m. (or immediately following Finance and Facilities)

Regular Board meeting: Monday, June 24, 2024, 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.

O. CONSIDERATION OF ADJOURNING TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C), WHICH PERMITS CONVENING IN CLOSED SESSION FOR THE PURPOSE OF CONSIDERING THE EMPLOYMENT, PROMOTION, COMPENSATION OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY, TO DISCUSS 2024-25 ADMINISTRATOR AND SUPERVISOR CONTRACTS. ROLL CALL VOTE REQUIRED.

7. CONVENE TO CLOSED SESSION

8. RECONVENE INTO OPEN SESSION AND AFFIRM ACTION TAKEN IN CLOSED SESSION IF NECESSARY

9. ADJOURN

School District of River Falls
Regular Board Meeting
Monday, April 15, 2024 - 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, April 15, 2024 at the District Office, 852 E Division Street, River Falls, Wisconsin 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*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram*.

PRESENT

President Stacy Johnson Myers, Vice President Cindy Holbrook, Clerk Alan Tuchtenhagen, Treasurer Mike Miller, members Bob Casey, Lindsey Curtis, Alison Page, and student representative Anika Hovland. Also present were Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, Director of Academic Services Nate Schurman, and Director of Finance & Facilities Lynette Coy. High School Principal Kit Luedtke, Renaissance Charter Academy Supervisor Chris Silver, Meyer Middle School Principal Mark Chapin, Rocky Branch Principal Ashley Bingenheimer, Westside Principal Chris Kamrath, and Greenwood Principal Kate Skappel. MiKayla Sanocki, Lauren Kaminski, and Nate Brown.

HEARING OF VISITORS OR DELEGATIONS - Luedtke introduced the new River Fall High School Assistant Principal Heidi Link to the Board. She will begin July 1.

INFORMATIONAL ITEMS

A. Wildcat Pride Awards

Cindy Holbrook and Robert Casey were recognized for their years of service on the River Falls Board of Education.

B. Superintendent, Administrative, and Student Representative Reports

1. Administrative Reports related to Building-Level SMART Goals 2023-24

Rocky Branch and Westside Elementary

Bingenheimer and Kamrath presented an update on their building-level goals, which included improving staff members' comfort with framing and utilizing VABB (Validate, Affirm, Build, and Bridge) statements.

2. Human Growth and Development Update

Schurman briefed the Board on the recent meeting of the Human Growth and Development Advisory Committee, which comprised parents, community members, students, clergy, teachers, and administrators.

3. Student Representative Report

Hovland mentioned the many activities taking place at the high school this spring.

4. Superintendent Report

Benson provided a school forest update, highlighting the upcoming construction of a pavilion-style facility, the recent purchase of an all-terrain wheelchair by the Dennis Ireland family, and the School Forest Handbook.

C. School Board Election Report - April 2, 2024

Congratulations to re-elected Board Member Alan Tuchtenhagen and newly elected David Bo Hirstein and Monica LaVold. Alan, David, and Monica will each serve a 3-year term.

ACTION ITEMS

A. Johnson Myers reviewed the minutes, bills, and recommended employment items on the Agenda. Page moved, seconded by Casey that the Board approve the following:

1. The Minutes from the March 25, 2024 Regular Board of Education meeting.

2. Accounts Payable and Payroll payments in the amount of \$8,192,025.83.

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 Heidi Link as Assistant Principal at River Falls High School effective July 1, 2024 (replaces Taryl Graetz). Ms. Link earned bachelor's degree from UW-LaCrosse and her master's degree from Hamline University. She has 18 years of experience (New Richmond and Forest Lake MN). 2.

Recommended approval of the employment of Ryan Huppert as 1.0 FTE 7th Grade Math Teacher at Meyer Middle School effective August 20, 2024 (replaces John Witt). Mr. Huppert earned his bachelor's degree from UW-River Falls and his master's degree from St. Mary's University of MN. He has 21 years of experience (Hudson) and his salary will be based on level G3M of the salary ladder. 3. Recommended approval of the employment of Hannah Slowiak as 1.0 FTE Kindergarten Teacher at Rocky Branch Elementary School effective August 20, 2024 (replaces Lauren Thomforde). Ms. Slowiak earned her bachelor's degree from UW-Madison and her master's degree from Concordia University. She has six years of experience (Madison, Grafton, Mequon WI) and her salary will be based on level B2M of the salary ladder. 4. Recommended approval of the employment of Erin Elsenpeter as 1.0 FTE Kindergarten Teacher at Rocky Branch Elementary School effective August 20, 2024 (replaces Rita Sommerfeldt). Ms. Elsenpeter earned her bachelor's degree from UW-River Falls and has 14 years of experience (Baldwin-Woodville and Prescott). Her salary will be based on level E1 of the salary ladder. 5. Recommended approval of the employment of Katrina Hostetler as 1.0 FTE Upper Elementary Teacher at River Falls Public Montessori Elementary School effective August 20, 2024 (replaces Mitch Burow). Ms. Hostetler earned her bachelor's degree from UW-River Falls and has six years of experience (Platteville WI). Her salary will be based on level C2 of the salary ladder. 6. Recommended approval of the transfer of employment for Bernadette Zuber from Library Media Specialist to Health Teacher at Meyer Middle School effective August 26, 2024 (replaces Lisa Lockie). 7. Recommended approval of the transfer of employment for Billie Jo Johnson from Science Teacher to Library Media Specialist at Meyer Middle School effective August 26, 2024 (replaces Bernadette Zuber). 8. Recommended approval of the transfer of employment for Abigail Lerum from Math Enrichment Teacher to 7th Grade Math Teacher at Meyer Middle School effective August 26, 2024 (replaces Riley Sutton). 9. Recommended approval of the hiring of the following short-term, on call Substitute Teachers: a. Benjamin Schmitt b. Eric Johnson 10. Recommended acceptance of the resignation of Spencer Rohlinger as full-time Science Teacher at River Falls High School effective the end of the 2023-24 year. Motion carried unanimously (7-0).

B. Consideration and/or Action to approve the School Forest Handbook

District Administration will present the School Forest Handbook for approval. Curtis motioned, seconded by Casey to approve the School Forest Handbook. Motion carried unanimously (7-0).

C. Consideration and/or Action to approve April 1, 2024 Educational Program Committee recommendations

The Educational Program Committee met on April 1, 2024, to hear a cybersecurity update and a community education & communications update. The high school professional learning community (PLC) update and the River Falls School District Library Media Plan approval were tabled. No action, informational only.

D. Consideration and/or Action to approve April 8, 2024 Finance & Facilities Committee recommendations

The Finance and Facilities Committee met on April 8, 2024, to hear the 2023-24 Budget update, to review the 22-23 audit report, and finally to hear a Design & Planning Team update. The committee also went into closed session for a debt issuance discussion. No action, informational only.

E. Consideration and/or Action to approve April 8, 2024 Personnel Committee recommendations

The Personnel Committee met on April 8, 2024, to hear a certified staffing update, to discuss the certified staffing plan, to approve sending letters of intent to certified staff, to review revisions to policies 522.1 Alcohol and Drug-Free Workplace and 523.3 Employee Assistance Program. The Computer Workstation Technician, Software and Staff Development Facilitator, and Supervisor of Information Technology Services job description revisions were tabled. The committee also went into closed session to discuss the resignation of an employee and to discuss 2024-25 contract negotiations. Johnson Myers motioned, seconded by Holbrook to approve sending letters of intent to certified staff. Motion carried unanimously (7-0).

F. Consideration and/or Action to approve the second reading of revised School Board Policies 522.1 Alcohol and Drug-Free Workplace and 523.3 Employee Assistance Program

The first readings of revised policies 522.1 Drug-Free Workplace and 523.3 Employee Assistance Program were approved at the February 19, 2024, Regular Board Meeting. Page motioned, seconded by Casey to approve the second reading of revised School Board Policy 522.1 Alcohol and Drug-Free Workplace and revised School Board Policy 523.3 Employee Assistance Program. 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. Johnson Myers noted that the policy work will be continuing throughout the year.

H. Schedule next Board/Committee meetings

Board of Education Reorganizational meeting: Monday, April 22, 2024, 6:00 p.m.

Educational Program Committee meeting: Monday, May 6, 2024, 6:00 p.m.

Finance and Facilities Committee meeting: Monday, May 13, 2024, 6:00 p.m.

Personnel Committee meeting: Monday, May 13, 2024, 7:00 p.m. (or immediately following Finance and Facilities)

Regular Board meeting: Monday, May 20, 2024, 6:00 p.m.

Board of Education Retreat: Monday, June 3, 2024, 3:00 p.m.

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

I. Page motioned, seconded by Tuchtenhagen to **adjourn to closed session pursuant to wis. Stat. Sec. 19.85(1)(c), which permits convening in closed session for the purpose of considering the employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to discuss 2024-25 contract negotiations.** Roll call vote: Page yes, Curtis yes, Casey yes, Miller yes, Tuchtenhage yes, Johnson Myers yes, and Holbrook yes. Motion carried unanimously (7-0).

CONVENE TO CLOSED SESSION

President Johnson Myers declared the meeting into closed session at 6:52 p.m.

RECONVENE INTO OPEN SESSION AND AFFIRM ACTION TAKEN IN CLOSED SESSION IF NECESSARY

ADJOURN

Alan Tuchtenhagen, Clerk

School District of River Falls
Board of Education Reorganizational Meeting

Monday, April 22, 2024 - 6:00 PM
District Office, 852 E Division Street
River Falls, Wisconsin 54022

The specially scheduled reorganizational meeting of the River Falls Board of Education was called to order on Monday, April 22, 2024 at the District Office, 852 E Division Street, River Falls, Wisconsin 54022. Superintendent Benson called the meeting to order at 6:01 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

Board Members Lindsey Curtis, Bo Hirstein, Stacy Johnson Myers, Monica LaVold, Mike Miller, Alison Page, and Alan Tuchtenhagen. Also present were Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, and Director of Finance & Facilities Lynette Coy.

HEARING OF VISITORS OR DELEGATIONS - none

Review and signing of Official Oaths of Office

Wisconsin Statute Sections 19.01 and 120.06(4&10) provide for school board members to file an official oath of office on, or prior to, the fourth Monday in April.

No action. Oaths of office were signed by newly elected board members prior to the reorganizational meeting.

BOARD REORGANIZATIONAL ACTIVITIES

A. Election of Officers

Benson explained the process for nominations for the four offices of the board.

- 1) Curtis nominated Stacy Johnson Myers for the office of President, seconded by Miller. Tuchtenhagen moved, seconded by Page to close nominations and cast a unanimous ballot for Stacy Johnson Myers. Motion carried unanimously (7-0).
 - 2) Miller nominated Alan Tuchtenhagen for the office of Vice-President, seconded by Curtis. Curtis moved, seconded by LaVold to close nominations and cast a unanimous ballot for Alan Tuchtenhagen. Motion carried unanimously (7-0).
 - 3) Tuchtenhagen nominated Lindsey Curtis for the office of Clerk, seconded by Miller. Page moved, seconded by Hirstein to close nominations and cast a unanimous ballot for Lindsey Curtis. Motion carried unanimously (7-0).
 - 4) Johnson Myers nominated Mike Miller for the office of Treasurer, seconded by Hirstein. Curtis moved, seconded by Page to close nominations and cast a unanimous ballot for Mike Miller. Motion carried unanimously (7-0).
- The newly elected officers signed the official oaths of office and the Clerk attested to the signatures. Johnson Myers assumed the duties as President of the Board.

B. Determine Board meeting dates, times, and locations for the 2024-2025 school year

Monthly meetings will usually be scheduled to be held at the District Office as follows:

- First Monday as needed: Educational Program Committee
- Second Monday as needed: Finance & Facilities and Personnel Committees
- Third Monday each month: Regular Board of Education meeting
- Fourth Monday as needed

The Board Reorganization meeting will be held on Monday, April 28, 2025.

Curtis moved, seconded by Page to set the Board meeting dates as amended. Motion carried unanimously (7-0).

C. Determine Board Committee Structure and Various District Advisory Delegate/Representative Appointments

Committee membership and representative appointments were set as follows:

Educational Program Committee: Alan Tuchtenhagen (*Chair*), Lindsey Curtis, Monica LaVold

Finance and Facilities Committee: Mike Miller (*Chair*), Bo Hirstein, Alison Page

Personnel Committee: Stacy Johnson Myers (*Chair*), Alison Page, Alan Tuchtenhagen

<u>Wisconsin Association of School Boards (WASB) Delegate: (Jan 22-24, 2025)</u>	<u>Monica LaVold</u>
<u>WASB Delegate Alternate:</u>	<u>Stacy Johnson Myers</u>
<u>WASB Public Policy Correspondent:</u>	<u>Alison Page</u>
<u>Building Representatives:</u>	
<u>River Falls High School</u>	<u>Bo Hirstein</u>
<u>DeWayne R. Meyer Middle School</u>	<u>Mike Miller</u>
<u>Renaissance Academy</u>	<u>Monica LaVold</u>
<u>Greenwood Elementary</u>	<u>Stacy Johnson Myers</u>
<u>Montessori Public Elementary</u>	<u>Lindsey Curtis</u>
<u>Rocky Branch Elementary</u>	<u>Alan Tuchtenhagen</u>
<u>Westside Elementary</u>	<u>Alison Page</u>
<u>Maintenance/Bus Garage</u>	<u>Mike Miller</u>
<u>District Office</u>	<u>Lindsey Curtis</u>
<u>Annual CESA #11 Convention Delegate: (June 3, 2024)</u>	<u>Mike Miller</u>
<u>Character Ed Community Representative:</u>	<u>Alison Page</u>
<u>Community Education Advisory Liaison:</u>	<u>Alan Tuchtenhagen</u>
<u>Insurance Study Committee Representative:</u>	<u>Alison Page</u>
<u>Kids Club Advisory Council Representative:</u>	<u>Lindsey Curtis</u>
<u>Referendum Design and Planning Team Representative:</u>	<u>Mike Miller</u>
<u>RF4C Liaison:</u>	<u>Monica LaVold</u>
<u>River Falls TIF/TID Joint Review Committee Representative:</u>	<u>Mike Miller</u>
<u>School Forest Committee Representative:</u>	<u>Alison Page</u>
<u>Wildcat Pride Representative:</u>	<u>Bo Hirstein</u>
<u>Distribute Diplomas at Graduation:</u>	<u>Lindsey Curtis</u>
	<u>Stacy Johnson Myers</u>
	<u>Monica LaVold</u>
	<u>Alison Page</u>
	<u>Alan Tuchtenhagen</u>

D. Renew Board's Legal & Liability Insurance Policy

Page moved, seconded by LaVold that the School Board's Legal and Liability insurance policy of \$7,000.00 be renewed. The per occurrence deductible is \$1,000. Motion carried unanimously (7-0).

E. Designate Bank Depositories

Miller moved, seconded by Curtis to designate The First National Bank of River Falls and the Royal Credit Union as the financial institutions to retain funds 10, 21, 27, 39, 46, 50, 60, 80, and 81. Motion carried unanimously (6-0). Hirstein abstained.

F. Acknowledge Board Policy/Procedure - Conflict of Interest

Following a recommendation from the auditor in October of 1994, the Board approved a conflict of interest procedure which calls for each board member to annually sign a statement indicating awareness of the content of the Code of Ethics for Local Government Officials. Each Board member signed a statement indicating receipt and awareness of the contents of the Code of Ethics for Local Government Officials.

G. Set date for the 2024 Annual Meeting

Wisconsin Statute Section 120.08(1) mandates that a common school district shall hold an annual meeting. The 2024 Annual Meeting was set for Monday, September 16, 2024, at 6:00 p.m.

ADJOURNMENT

President Johnson Myers declared the meeting adjourned at 6:42 p.m.

Lindsey Curtis, Clerk

SCHOOL DISTRICT OF RIVER FALLS
River Falls , Wisconsin 54022

May 2024 Board Meeting

Accounts Payable	AMOUNT
Checks # 217034 - 217359;217598 - 217717	\$1,734,059.90
ACH # 232400005-232400055	\$158,647.70
Wires The Standard, Mn Life, Medica, EFTPS	\$1,484,080.52
Delta, WEA, Wis Deferred Comp	
EBC, HSA Bank, Payroll Taxes, WRS-Retirement	
Mid America	
NSF/Return of Funds Ck #2427, Ck #10881	\$555.00
Void Ck #215497, 216742	-\$399.60
Printer issues- checks not able to be used Ck #217360-217597	

PAYROLL

Checks #	\$0.00
ACH # 997386108 - 997387337	\$1,535,245.47
Void	\$0.00

\$4,912,188.99

Actual

FNB - General Money Market Balance	\$14,714,870.58
RCU - Money Market Balance	\$128,760.29

Publication List - Checks over \$100 - May 2024 Meeting

POST	CHECK		INVOICE	
DATE	NUMBER	VENDOR	DESCRIPTION	AMOUNT
4/5/2024	217034	AHO, ROBERT	CE Refund	\$ 150.00
4/5/2024	217035	AIR COMMUNICATIONS OF WI, INC	Repeater rent	\$ 581.28
4/5/2024	217036	AMERICAN LEGION POST 121	Multiple Invoices	\$ 350.00
4/5/2024	217037	AMERICAN TIME	Wire Guards	\$ 163.88
4/5/2024	217038	ANDERSEN, VICTORIA	CE Class Payment	\$ 969.98
4/5/2024	217039	AUTO VALUE	Multiple Invoices	\$ 184.46
4/5/2024	217040	BALDWIN LIGHTSTREAM	Internet/phone	\$ 1,601.84
4/5/2024	217041	BRICKHOUSE MUSIC, LLC	Multiple Invoices	\$ 226.99
4/5/2024	217042	BSN SPORTS	Multiple Invoices	\$ 3,686.60
4/5/2024	217043	CAMPBELL, BROOKE	CE Class Payment	\$ 738.72
4/5/2024	217045	CESA 11	Multiple Invoices	\$ 586.00
4/5/2024	217046	CHIPPEWA VALLEY SPORTING GOODS	Supplies	\$ 2,844.54
4/5/2024	217047	COLLABORATIVE CLASSROOM	Materials	\$ 209,922.70
4/5/2024	217048	CONFIDENTIAL RECORDS, INC.	Multiple Invoices	\$ 199.80
4/5/2024	217050	DAN PAULUS	CE Catalog	\$ 1,200.00
4/5/2024	217052	DORN, KEVIN	Reimb Supplies	\$ 134.96
4/5/2024	217053	DUET RESOURCE GROUP, INC.	REN Furniture	\$ 22,191.93
4/5/2024	217054	EAU CLAIRE JAZZ INC	Registrations	\$ 600.00
4/5/2024	217055	EF INSTITUTE FOR CULTURAL EXCHANGE, INC.	Trip Fundraiser	\$ 7,711.00
4/5/2024	217057	FIELD ENVIRONMENTAL CONSULTING INC	Plumbing repair	\$ 1,296.45
4/5/2024	217058	FOLLSTAD, JAMIESON	Reimb Supplies	\$ 119.00
4/5/2024	217059	FOOD SERVICE-SDRF	Inservice Food	\$ 1,047.50
4/5/2024	217060	FOX DEN BOOKS	Supplies	\$ 500.79
4/5/2024	217061	FULL COMPASS SYSTEMS	Lights	\$ 17,632.48
4/5/2024	217062	FUN GUY FARM, LLC	Mushrooms	\$ 220.00
4/5/2024	217065	HAPPINESS IN A CUP WI	Musical T-Shirts	\$ 169.00
4/5/2024	217066	HARRIS	Multiple Invoices	\$ 5,320.65
4/5/2024	217068	HILLYARD, INC.-MPLS	Service Call	\$ 378.00
4/5/2024	217070	HUDSON PHYSICIANS	Athletic Training	\$ 7,911.86
4/5/2024	217071	ION, INC.	Multiple Invoices	\$ 710.75
4/5/2024	217072	JACKSON & ASSOCIATES LLC	Roof Inspections	\$ 5,715.00
4/5/2024	217074	J H LARSON COMPANY	Multiple Invoices	\$ 3,108.73
4/5/2024	217076	JUNIOR LIBRARY GUILD	Supplies	\$ 1,901.32
4/5/2024	217077	J W PEPPER & SON INC	Multiple Invoices	\$ 214.24
4/5/2024	217079	LEE, SEONHEE	CE Class Payment	\$ 565.20
4/5/2024	217080	LHB, INC.	Sewing Room	\$ 834.75
4/5/2024	217081	LOR, ASHLEY	DJ services	\$ 125.00
4/5/2024	217082	LOY, JOSHUA	Reimb Supplies	\$ 149.12
4/5/2024	217084	MENARDS	Multiple Invoices	\$ 12,752.86
4/5/2024	217085	MENOMONIE HIGH SCHOOL	Track & Field	\$ 250.00
4/5/2024	217086	MERIDIAN CONSULTING GROUP	Health & Safety	\$ 900.00
4/5/2024	217088	MINNESOTA CLAY	Supplies	\$ 155.45
4/5/2024	217089	MINNESOTA ZOO	Field Trip	\$ 708.00
4/5/2024	217090	MISSISSIPPI WELDERS SUPPLY COMPANY, INC	Supplies	\$ 522.20

Publication List - Checks over \$100 - May 2024 Meeting

4/5/2024	217091	MOUA, ELIZABETH	DJ services	\$ 125.00
4/5/2024	217093	NEO ELECTRICAL SOLUTIONS LLC	Multiple Invoices	\$ 3,870.05
4/5/2024	217094	O'ROURKE MEDIA GROUP-MINNESOTA, LLC	Multiple Invoices	\$ 100.96
4/5/2024	217095	OVERDRIVE, INC	Multiple Invoices	\$ 1,500.00
4/5/2024	217096	PARTS TOWN, LLC	Milk Cooler Door	\$ 196.81
4/5/2024	217097	PROMOTE THE POSITIVE & THE PERFECTLY IMPERF	Wellness Grant	\$ 500.00
4/5/2024	217099	REINARDY, RENEE	CE Class Payment	\$ 140.00
4/5/2024	217100	REINDERS	Supplies	\$ 219.62
4/5/2024	217102	RIVER FALLS CHAMBER OF COMMERCE	Membership	\$ 599.00
4/5/2024	217103	RIVER CITY DISPOSAL, INC.	Garbage/Recycle	\$ 3,179.68
4/5/2024	217104	RIVER FALLS ACE HARDWARE	Multiple Invoices	\$ 712.41
4/5/2024	217105	RIVER STATES TRUCK & TRAILER, INC	Multiple Invoices	\$ 773.91
4/5/2024	217106	ROTARY CLUB OF RIVER FALLS	Quarterly dues	\$ 125.00
4/5/2024	217108	SECURITY CHECK ME INC	Bkgrd checks	\$ 161.00
4/5/2024	217109	SOUTHWEST BINDING & LAMINATING	Laminating film	\$ 255.60
4/5/2024	217110	STAPLES -(PAPER)	Multiple Invoices	\$ 280.03
4/5/2024	217111	TARASEWICZ, ERIC	Site Hosting	\$ 600.00
4/5/2024	217112	THE GARAGE BIKES & BREWS	CE Class Payment	\$ 109.80
4/5/2024	217113	THE JOURNAL	Legal notices	\$ 216.84
4/5/2024	217114	THELEN, GERALYN	Wellness Grant	\$ 480.00
4/5/2024	217115	TOMLINSON, MARK	CE Class Payment	\$ 648.00
4/5/2024	217116	TOOLS FOR SCHOOLS, INC.	Book Creator	\$ 120.00
4/5/2024	217117	WFCA	State Forensics	\$ 534.00
4/5/2024	217118	WHOLE EARTH MARKET CO-OP	CE Class Payment	\$ 251.20
4/5/2024	217119	WSMA	Registrations	\$ 933.10
4/12/2024	217120	3D MOLECULAR DESIGNS, LLC	Supplies	\$ 890.00
4/12/2024	217121	ABUNDANT LIFE	Site Payout	\$ 24,825.60
4/12/2024	217122	ABUNDANT LIFE	Teacher Payout	\$ 768.00
4/12/2024	217124	AMERICAN TIME	Supplies	\$ 325.21
4/12/2024	217126	AT&T	715 425-1803 147 C	\$ 1,381.33
4/12/2024	217128	BENSON, JAMES	Mileage Reimb	\$ 135.00
4/12/2024	217129	BLICK ART MATERIALS	Supplies	\$ 697.96
4/12/2024	217132	BSN SPORTS	Supplies	\$ 291.20
4/12/2024	217133	BUILDING CONTROLS & SOLUTIONS	Actuator	\$ 905.96
4/12/2024	217134	C & L COMMUNICATIONS INC	Locate requests	\$ 2,112.25
4/12/2024	217136	CANON FINANCIAL SERVICES, INC.	Multiple Invoices	\$ 3,257.56
4/12/2024	217139	CHILD CENTER	Site Payout	\$ 18,619.20
4/12/2024	217140	CHILD CENTER	Teacher Payout	\$ 576.00
4/12/2024	217141	CITY OF RIVER FALLS	Cops In Schools	\$ 142,143.80
4/12/2024	217142	CREDIT SERVICE INTERNATIONAL	Payroll accrual	\$ 244.75
4/12/2024	217143	DICK'S MARKET	Multiple Invoices	\$ 2,119.00
4/12/2024	217145	ELECTRONIX EXPRESS	Supplies	\$ 220.60
4/12/2024	217149	EXPRESS SERVICES INC	Sub coordination	\$ 3,410.16
4/12/2024	217151	FELLING, MEGAN	Reimb Supplies	\$ 501.27
4/12/2024	217152	FLINN SCIENTIFIC INC	Supplies	\$ 17,934.08
4/12/2024	217153	FOLLSTAD, DAWN	Multiple Invoices	\$ 550.99
4/12/2024	217154	GENERAL PARTS, LLC	Supplies	\$ 137.40

12

Publication List - Checks over \$100 - May 2024 Meeting

4/12/2024	217156	GOPHER SPORT	Supplies	\$ 273.16
4/12/2024	217158	GRAINGER	Multiple Invoices	\$ 176.85
4/12/2024	217160	HARRIS	Multiple Invoices	\$ 9,825.87
4/12/2024	217161	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 394.54
4/12/2024	217162	HUB 70 DESIGN AND PRINT	Ref Packets	\$ 744.00
4/12/2024	217163	HUDSON PHYSICIANS	Multiple Invoices	\$ 1,574.00
4/12/2024	217165	HUEBSCH	Multiple Invoices	\$ 1,762.78
4/12/2024	217168	INTERSTATE ALL BATTERY CENTER	Batteries	\$ 447.50
4/12/2024	217169	JACOB'S LADDER	Site Payout	\$ 53,788.80
4/12/2024	217170	JACOB'S LADDER	Teacher Payout	\$ 1,664.00
4/12/2024	217171	JENSEN, NICHOLAS	Sped License	\$ 136.00
4/12/2024	217172	J H LARSON COMPANY	Supplies	\$ 2,191.59
4/12/2024	217173	KIDS DISCOVER, LLC	Subscription	\$ 4,330.80
4/12/2024	217174	KWIK TRIP, INC.	Fuel	\$ 2,765.10
4/12/2024	217175	LAY, CHRISTINA	Mileage Reimb	\$ 1,772.23
4/12/2024	217177	LITTLE ADVENTURES 1	Site Payout	\$ 17,584.80
4/12/2024	217178	LITTLE ADVENTURES 1	Teacher Payout	\$ 544.00
4/12/2024	217179	LITTLE ADVENTURES 2	Site Payout	\$ 31,032.00
4/12/2024	217180	LITTLE ADVENTURES 2	Teacher Payout	\$ 960.00
4/12/2024	217182	MACKIN EDUCATIONAL RESOURCES	Library books	\$ 1,705.16
4/12/2024	217183	MARK'S PLUMBING PARTS	Multiple Invoices	\$ 3,469.17
4/12/2024	217184	MENARDS	Multiple Invoices	\$ 233.71
4/12/2024	217186	MIDWEST BUS PARTS INC	Multiple Invoices	\$ 535.06
4/12/2024	217188	MISSISSIPPI WELDERS SUPPLY COMPANY, INC	Multiple Invoices	\$ 1,604.02
4/12/2024	217193	NEO ELECTRICAL SOLUTIONS LLC	Multiple Invoices	\$ 1,654.89
4/12/2024	217194	O'ROURKE MEDIA GROUP-MINNESOTA, LLC	Multiple Invoices	\$ 116.77
4/12/2024	217196	PEARSON, MARSHA	Accompanist	\$ 260.00
4/12/2024	217197	PIERCE COUNTY CLERK	Election	\$ 4,459.35
4/12/2024	217199	REID, MONICA	Field Trip Reimb	\$ 167.05
4/12/2024	217200	RIVER FALLS YOUTH HOCKEY ASSOC	Rink Rental	\$ 22,731.10
4/12/2024	217203	RIVER FALLS MUNICIPAL	Multiple Invoices	\$ 54,587.34
4/12/2024	217204	RIVER STATES TRUCK & TRAILER, INC	Multiple Invoices	\$ 5,476.94
4/12/2024	217206	ROTARY CLUB OF RIVER FALLS	Quarterly Dues	\$ 125.00
4/12/2024	217209	SCHOOL SPECIALTY	Multiple Invoices	\$ 150.44
4/12/2024	217212	SKAPPEL, KATHRYN	Reimb Supplies	\$ 125.78
4/12/2024	217214	STAPLES -(PAPER)	Multiple Invoices	\$ 792.48
4/12/2024	217215	ST CROIX GAS	Multiple Invoices	\$ 16,577.56
4/12/2024	217216	TARGET FIELD TOURS	Multiple Invoices	\$ 3,600.00
4/12/2024	217220	TOTAL EXCAVATING AND GRADING LLC	Snow Removal	\$ 15,084.00
4/12/2024	217221	ULINE	Multiple Invoices	\$ 4,511.00
4/12/2024	217222	THE UNIVERSITY PRESCHOOL	Site Payout	\$ 20,688.00
4/12/2024	217223	THE UNIVERSITY PRESCHOOL	Teacher Payout	\$ 640.00
4/12/2024	217224	UNITED WAY ST.CROIX VALLEY	Multiple Invoices	\$ 200.00
4/12/2024	217225	UW-RIVER FALLS STUDENT BILLING	ECCP Tuition	\$ 318.46
4/12/2024	217226	WELD RILEY SC	Legal Fees	\$ 250.00
4/12/2024	217227	WILS	Database renewal	\$ 1,661.63
4/12/2024	217228	WI SCTF	Payroll accrual	\$ 127.51

13

Publication List - Checks over \$100 - May 2024 Meeting

4/12/2024	217229	WISCONSIN DEPT. OF REVENUE	Payroll accrual	\$ 239.08
4/12/2024	217230	ZUBER, BERNADETTE	Multiple Invoices	\$ 161.52
4/19/2024	217231	ABDEL-GHANY, DOA	Speaker	\$ 600.00
4/19/2024	217233	ALFVEBY, DENNIS	Solo/ensemble	\$ 355.00
4/19/2024	217234	ALL STAR CUSTOM AWARDS INC	Supplies	\$ 355.00
4/19/2024	217236	AT&T BUSINESS DIRECT	Multiple Invoices	\$ 1,673.41
4/19/2024	217239	BOOTH, RUSSELL	Multiple Invoices	\$ 120.00
4/19/2024	217241	BRILL, RYAN	Reimb Supplies	\$ 116.89
4/19/2024	217244	BSN SPORTS	Multiple Invoices	\$ 7,255.90
4/19/2024	217246	CARDIO PARTNERS INC.	AED	\$ 219.00
4/19/2024	217247	CARROLL, THOMAS	official; 4/9/24	\$ 115.00
4/19/2024	217248	CERNOHOUS CHEVROLET	Suburban Radio	\$ 222.04
4/19/2024	217249	CESA #7	Workshop	\$ 276.00
4/19/2024	217250	CHARTWELLS	Food	\$ 177,963.62
4/19/2024	217251	CINTAS	Multiple Invoices	\$ 1,058.77
4/19/2024	217252	COLLABORATIVE CLASSROOM	Supplies	\$ 64,877.30
4/19/2024	217254	CROIX COFFEE CO.	Minicats Coffee	\$ 108.00
4/19/2024	217255	DAN PAULUS	CE Class Payment	\$ 1,200.00
4/19/2024	217259	DUSEK, SAMANTHA	Reimb Supplies	\$ 192.96
4/19/2024	217260	DYKSTRA, PATRICIA	Teacher Payouts	\$ 320.00
4/19/2024	217261	EAGLE EYE FARM	Field Trip	\$ 500.00
4/19/2024	217262	ECKARDT, CASEY	official; 4/4/24	\$ 200.00
4/19/2024	217264	EXPRESS SERVICES INC	Sub Coordination	\$ 1,823.68
4/19/2024	217265	FOOD SERVICE-SDRF	KC Supplies	\$ 3,696.86
4/19/2024	217266	FULLER, KAHLA	Teacher Payouts	\$ 230.00
4/19/2024	217267	GRAINGER	Supplies	\$ 236.58
4/19/2024	217268	GRAPHIC DESIGN INC.	CE Catalog	\$ 6,228.36
4/19/2024	217269	GUMZ, DEAN	Multiple Invoices	\$ 300.00
4/19/2024	217273	HEALTHPARTNERS OCCUPATIONAL MEDICINE	Health exams	\$ 156.00
4/19/2024	217274	HERMANN, SUSAN	Teacher Payouts	\$ 320.00
4/19/2024	217275	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 22,343.12
4/19/2024	217276	HJERSJO, DOUGLAS	official; 4/9/24	\$ 115.00
4/19/2024	217277	HUB 70 DESIGN AND PRINT	Multiple Invoices	\$ 150.42
4/19/2024	217278	HUDSON SENIOR HIGH	WIAA/track & field	\$ 200.00
4/19/2024	217279	HUDSON SENIOR HIGH	WIAA/BGO	\$ 260.00
4/19/2024	217280	HUDSON COLLISION CENTER	GG F-450 Repair	\$ 9,940.47
4/19/2024	217281	IGOU, KYLE	Multiple Invoices	\$ 160.00
4/19/2024	217284	J H LARSON COMPANY	Multiple Invoices	\$ 1,196.16
4/19/2024	217286	JOHNSON, RANDY	Multiple Invoices	\$ 200.00
4/19/2024	217289	KAISER, ANGELA	TeacherPayouts	\$ 320.00
4/19/2024	217290	KINNI SPORT & POWER	Supplies	\$ 152.08
4/19/2024	217291	KLAUSTERMEIER, DAN	official; 4/9/24	\$ 115.00
4/19/2024	217292	KNIGHT BARRY TITLE UNITED, LLC	Locust Street Prop	\$ 243,636.47
4/19/2024	217294	LAKESHORE LEARNING MATERIALS	Supplies	\$ 121.85
4/19/2024	217295	LAMOTHE, KATHRYN	Fed Med Card	\$ 110.00
4/19/2024	217296	LAROCHELLE, DAVID	Author Visit	\$ 1,200.00
4/19/2024	217300	LINEHAN OUTDOOR SERVICES, LLC.	GG HS Dugout Pads	\$ 5,000.00

14

Publication List - Checks over \$100 - May 2024 Meeting

4/19/2024	217302	LOFFLER COMPANIES, INC.	Multiple Invoices	\$ 2,882.68
4/19/2024	217303	LOGSLETT, TRAVIS	Multiple Invoices	\$ 200.00
4/19/2024	217304	LOY, KATRINA	Membership	\$ 108.00
4/19/2024	217306	MACKIN EDUCATIONAL RESOURCES	Multiple Invoices	\$ 13,874.42
4/19/2024	217308	MASTERCARD CORPORATE CLIENTS	Multiple Invoices	\$ 20,577.38
4/19/2024	217309	MENARDS	Multiple Invoices	\$ 302.49
4/19/2024	217310	MONDOR, HOLLY	Teacher Payouts	\$ 190.00
4/19/2024	217312	NETT, DAVID	official; 4/11/24	\$ 160.00
4/19/2024	217313	NIENHUIS MONTESSORI USA, INC	Supplies	\$ 1,680.96
4/19/2024	217314	NORELIUS, AMY	TeacherPayouts	\$ 230.00
4/19/2024	217315	NORTHERN WISCONSIN NSDA	Forensics Reg	\$ 210.00
4/19/2024	217318	PABLO CENTER AT THE CONFLUENCE	Admissions	\$ 1,350.00
4/19/2024	217319	PAR, INC.	Protocols	\$ 432.00
4/19/2024	217320	PECHACEK, ROBERT	official; 4/1/24 &	\$ 120.00
4/19/2024	217321	PICZKOWSKI, LUCY	Multiple Invoices	\$ 280.00
4/19/2024	217322	PLATE, WILLIAM	Multiple Invoices	\$ 240.00
4/19/2024	217323	PRIME TIME EVENT & RACE MANAGEMENT, LLC	Timing	\$ 1,252.00
4/19/2024	217328	RODE, JON	Multiple Invoices	\$ 200.00
4/19/2024	217329	ROGERS, NANCY	Mileage	\$ 111.49
4/19/2024	217330	SCHOOL HEALTH CORPORATION	Supplies	\$ 120.99
4/19/2024	217331	SCHMIDGALL, LEE	official; 4/6/24	\$ 140.00
4/19/2024	217334	SIMPSON, RACHEL	Teacher Payouts	\$ 250.00
4/19/2024	217335	SPARKPATH, INC.	Young Authors	\$ 2,695.00
4/19/2024	217337	STAPLES -(PAPER)	Multiple Invoices	\$ 330.59
4/19/2024	217339	TAPPE, COLE	official; 4/4/24	\$ 200.00
4/19/2024	217342	TIMM, ERIN	Teacher Payouts	\$ 290.00
4/19/2024	217344	UGLY DOG THERAPY	Supplies	\$ 500.00
4/19/2024	217345	UNIVERSITY OF WISCONSIN-EAU CLAIRE	Opera	\$ 300.00
4/19/2024	217346	VERIZON WIRELESS	March 2-April 1	\$ 1,991.03
4/19/2024	217347	WASECA BIOMES	Sentence Building	\$ 310.00
4/19/2024	217348	WASKO, NICHOLAS	Multiple Invoices	\$ 180.00
4/19/2024	217349	WCASS	M.I Conference	\$ 375.00
4/19/2024	217350	WEBB, JULIE	Reimb Conf	\$ 303.41
4/19/2024	217353	WESTERN PSYCHOLOGICAL SERVICES	Supplies	\$ 179.30
4/19/2024	217355	WILS	Multiple Invoices	\$ 1,817.03
4/19/2024	217356	WILLIAM V MACGILL AND CO	Health Supplies	\$ 182.94
4/19/2024	217358	WONDER WORKSHOP INC	Supplies	\$ 239.94
4/22/2024	217359	ASCENDANCE TRUCKS CENTRAL, LLC	SPED Van	\$ 103,069.50
4/26/2024	217599	AMERICAN RED CROSS	Course/Certs	\$ 736.00
4/26/2024	217600	ARCHKEY TECHNOLOGIES	BG Fuel Pump	\$ 290.00
4/26/2024	217603	AUTO VALUE	Multiple Invoices	\$ 246.93
4/26/2024	217604	B & H PHOTO-VIDEO	Projector	\$ 687.76
4/26/2024	217605	BAILEY, LINDA	April Services	\$ 500.00
4/26/2024	217606	BALDWIN GREENHOUSE	Supplies	\$ 228.00
4/26/2024	217607	BATTERIES PLUS BULBS-HUDSON	Multiple Invoices	\$ 297.00
4/26/2024	217608	BETTENDORF TRANSFER & EXCAVATING INC	Water Line Repair	\$ 3,510.00
4/26/2024	217609	BINGENHEIMER, ASHLEY	Multiple Invoices	\$ 169.23

15

Publication List - Checks over \$100 - May 2024 Meeting

4/26/2024	217613	BSN SPORTS	Multiple Invoices	\$ 1,327.12
4/26/2024	217614	ST CROIX LANES	Multiple Invoices	\$ 942.00
4/26/2024	217615	BULK BOOKSTORE	Supplies	\$ 1,844.40
4/26/2024	217616	CESA 9	WVS Enrollments	\$ 1,740.00
4/26/2024	217617	CESA #5	Prime Implement	\$ 2,750.00
4/26/2024	217618	CHIPPEWA VALLEY TECH COLLEGE	Multiple Invoices	\$ 1,940.05
4/26/2024	217619	CINTAS	BG Expense	\$ 353.24
4/26/2024	217620	CLASS CREATOR	Subscription	\$ 660.80
4/26/2024	217621	COLLABORATIVE CLASSROOM	Multiple Invoices	\$ 8,398.00
4/26/2024	217622	CREDIT SERVICE INTERNATIONAL	Payroll accrual	\$ 228.83
4/26/2024	217625	DISCOVERY EDUCATION INC.	Supplies	\$ 323.72
4/26/2024	217627	EQUIP MECHANICAL SUPPORT, INC	Service Call	\$ 646.58
4/26/2024	217628	ETC MONTESSORI	Supplies	\$ 330.00
4/26/2024	217629	EWELL EDUCATIONAL SERVICES INC	Entry fee	\$ 597.00
4/26/2024	217630	EXPRESS SERVICES INC	Sub Coordination	\$ 3,591.60
4/26/2024	217631	FAMILYMEANS	Admin Fee/EAP	\$ 1,870.00
4/26/2024	217634	FIEBER, PHILLIP	official; 4/18/24	\$ 190.00
4/26/2024	217635	FLYLEAF PUBLISHING	Supplies	\$ 3,419.59
4/26/2024	217636	GAME ONE	Multiple Invoices	\$ 6,642.09
4/26/2024	217637	GELLI ARTS LLC	Art Supplies	\$ 749.71
4/26/2024	217638	GILLES, HILLARY	Travel Reimb	\$ 159.23
4/26/2024	217640	GOROUT	Scout Renewal	\$ 1,300.00
4/26/2024	217641	GRAINGER	Actuator	\$ 246.18
4/26/2024	217642	HACKEL, DERRICK	Reimb Subscrip	\$ 159.00
4/26/2024	217644	HERUM, NATASHA	Multiple Invoices	\$ 187.47
4/26/2024	217645	HILLYARD, INC.-MPLS	Multiple Invoices	\$ 2,906.08
4/26/2024	217646	HLS OUTDOOR	Clay supplies	\$ 871.00
4/26/2024	217647	HOBART SERVICE	Multiple Invoices	\$ 199.96
4/26/2024	217648	HUB 70 DESIGN AND PRINT	Notecards	\$ 198.15
4/26/2024	217650	INSECT LORE, INC.	Supplies	\$ 198.90
4/26/2024	217651	INTERSTATE ALL BATTERY CENTER	Multiple Invoices	\$ 365.60
4/26/2024	217652	JAECKEL, BRYAN	Reimb Team Bldg	\$ 960.00
4/26/2024	217653	J H LARSON COMPANY	Multiple Invoices	\$ 485.00
4/26/2024	217655	JOSTENS INC	Longevity pins	\$ 2,112.18
4/26/2024	217656	KILKARNEY HILLS GOLF COURSE	Golf balls	\$ 710.04
4/26/2024	217657	KINNI SPORT & POWER	Multiple Invoices	\$ 20,773.26
4/26/2024	217660	LAKESHORE LEARNING MATERIALS	Supplies	\$ 228.85
4/26/2024	217661	LAMMERS, GREGORY	Prom DJ	\$ 2,193.24
4/26/2024	217662	LARSON, NICHOLE	Reimb Supplies	\$ 330.14
4/26/2024	217663	LAVOLD, TIMOTHY	Reimb Supplies	\$ 280.00
4/26/2024	217664	LEARNING ALLY	Supplies	\$ 4,748.11
4/26/2024	217665	LEARNING A-Z	License	\$ 241.00
4/26/2024	217667	LOFFLER COMPANIES, INC.	Multiple Invoices	\$ 772.15
4/26/2024	217669	LUSARDI, MARK	Kiln parts/repair	\$ 2,642.00
4/26/2024	217670	MACKIN EDUCATIONAL RESOURCES	Multiple Invoices	\$ 10,918.20
4/26/2024	217671	MARIACHI LOCO	Staff Lunch	\$ 877.50
4/26/2024	217673	MCGINLEY, JOHN	official; 4/18/24	\$ 190.00

16

Publication List - Checks over \$100 - May 2024 Meeting

4/26/2024	217674	MENARDS	Multiple Invoices	\$ 442.89
4/26/2024	217675	MERKATORIS, AMBER	Reimb Food	\$ 163.27
4/26/2024	217676	MILLER, KIMBERLY	Multiple Invoices	\$ 1,769.42
4/26/2024	217677	MINNESOTA WISCONSIN PLAYGROUND	Flooring kit	\$ 2,880.00
4/26/2024	217678	MITHUN, TERESA	Accompanist	\$ 165.00
4/26/2024	217680	NATIONAL SPEECH & DEBATE ASSOCIATION	Tourney bond	\$ 200.00
4/26/2024	217683	NEO ELECTRICAL SOLUTIONS LLC	Photocells	\$ 545.38
4/26/2024	217685	PECHACEK, RYAN	Reimb Hotel	\$ 297.00
4/26/2024	217686	PRIME TIME EVENT & RACE MANAGEMENT, LLC	Timing	\$ 1,253.60
4/26/2024	217687	RAHN, NATHAN	Reimb glasses	\$ 150.00
4/26/2024	217689	RENNING, LEWIS & LACY, S.C.	Legal Fees	\$ 192.00
4/26/2024	217691	RIVER CITY STITCH LLC	Apparel	\$ 1,083.00
4/26/2024	217692	RIVER STATES TRUCK & TRAILER, INC	Multiple Invoices	\$ 1,115.18
4/26/2024	217693	SCHOOL DISTRICT OF WEST DE PERE	WIAA - 4/19/24	\$ 350.00
4/26/2024	217694	SCHWAB-VOLLHABER-LUBRATT INC	Stock Igniters	\$ 425.56
4/26/2024	217698	ST MICHAEL-ALBERTVILLE SR HIGH SCHOOL	WIAA - 12-2-24	\$ 275.00
4/26/2024	217699	STEP SAVER, INC.	Multiple Invoices	\$ 262.50
4/26/2024	217700	T-MOBILE	Multiple Invoices	\$ 672.20
4/26/2024	217701	THE JOY BOOTH LLC	Prom	\$ 1,097.00
4/26/2024	217702	TRAFERA, LLC	Activepanel	\$ 21,141.00
4/26/2024	217704	UNITED WAY ST.CROIX VALLEY	Multiple Invoices	\$ 200.00
4/26/2024	217705	WALKER, JACY	Reimb Supplies	\$ 160.91
4/26/2024	217706	WASKO, NICHOLAS	official; 4/18/24	\$ 120.00
4/26/2024	217708	WFCA	State Forensics	\$ 276.00
4/26/2024	217709	WI CENTER FOR EDUCATION PRODUCTS & SERVICE	Assessesment	\$ 1,418.00
4/26/2024	217710	WI ASSOC OF FFA	Membership Dues	\$ 387.50
4/26/2024	217711	WISCONSIN DEPT. OF REVENUE	Payroll accrual	\$ 225.42
4/26/2024	217712	WORLD BOOK INC.	Supplies	\$ 399.99
4/26/2024	217714	YOUNG, JOSEPH	Reimb Hotel	\$ 712.45
4/26/2024	217715	YOURMEMBERSHIP.COM INC	Job posting	\$ 709.00
4/26/2024	217717	RF REN PROJECT, LLC	Rent	\$ 18,109.91
4/5/2024	232400008	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 2,766.40
4/5/2024	232400009	PARAGON DEVELOPMENT SYSTEMS INC	Printer	\$ 328.00
4/5/2024	232400010	STEEL TOWNE R.F.	Multiple Invoices	\$ 1,751.82
4/12/2024	232400016	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 9,613.99
4/12/2024	232400017	COMPUTER INTEGRATION TECHNOLOGIES INC	Multiple Invoices	\$ 4,805.00
4/12/2024	232400018	IDENTISYS INC	DO Badges	\$ 791.57
4/12/2024	232400019	ION, INC.	BATTERY	\$ 144.60
4/12/2024	232400021	NORTHLAND REFRIGERATION INC.	Service Call	\$ 621.00
4/12/2024	232400022	PARAGON DEVELOPMENT SYSTEMS INC	Chromebooks	\$ 1,574.64
4/19/2024	232400029	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 7,192.66
4/19/2024	232400030	COMPUTER INTEGRATION TECHNOLOGIES INC	Multiple Invoices	\$ 28,478.90
4/19/2024	232400031	HORIZON COMMERCIAL POOLS	Pool Chemicals	\$ 2,630.71
4/19/2024	232400033	NASCO EDUCATION LLC	Supplies	\$ 475.66
4/19/2024	232400034	NORTH CENTRAL INTERNATIONAL, LLC	Multiple Invoices	\$ 928.40
4/19/2024	232400035	PARAGON DEVELOPMENT SYSTEMS INC	Multiple Invoices	\$ 7,304.40
4/19/2024	232400036	PERMA-BOUND	Supplies	\$ 862.34

17

Publication List - Checks over \$100 - May 2024 Meeting

4/19/2024	232400037	ST. CROIX VALLEY RESTORATIVE SERVICES, INC.	Student Therapy	\$ 6,375.00
4/26/2024	232400042	AMAZON CAPITAL SERVICES, INC.	Multiple Invoices	\$ 9,389.15
4/26/2024	232400043	BUCKHORN HARDWOODS, LLC	Supplies	\$ 2,073.00
4/26/2024	232400045	COMPUTER INTEGRATION TECHNOLOGIES INC	Multiple Invoices	\$ 1,952.00
4/26/2024	232400046	CITY OF RIVER FALLS	Water Line Repair	\$ 405.00
4/26/2024	232400047	DECKER INC	Whiteboard	\$ 1,229.00
4/26/2024	232400048	HORIZON COMMERCIAL POOLS	Pool Supplies	\$ 132.69
4/26/2024	232400049	NASCO EDUCATION LLC	Art supplies	\$ 451.20
4/26/2024	232400050	NORTH CENTRAL INTERNATIONAL, LLC	Multiple Invoices	\$ 2,225.07
4/26/2024	232400054	PARAGON DEVELOPMENT SYSTEMS INC	Multiple Invoices	\$ 63,927.00

RIVER FALLS BOARD OF EDUCATION MEETING

Monday, May 20, 2024

Personnel Agenda:

1. Recommended approval of the employment of Kylee Armbrust as Fifth Grade Teacher at Greenwood Elementary School effective August 20, 2024 (replaces Kiersten Jacobson). Ms. Armbrust earned her bachelor's degree from UW-River Falls and has 5 years of experience (Prescott). Her salary will be based on level B2 of the salary ladder.
2. Recommended approval of the employment of Reagan Stocker as 1.0 FTE School Counselor at River Falls High School effective August 20, 2024 (replaces Emma Fowler). Ms. Stocker earned her bachelor's degree from UW-Stout and her master's degree from UW-River Falls. Her salary will be based on level BASE M of the salary ladder.
3. Recommended approval of the employment of Betsy Manning as 1.0 FTE Special Education Teacher at River Falls Public Montessori Elementary School effective August 20, 2024 (replaces Molly Chapman). Ms. Manning earned bachelor's degrees from Winona State University. She has 19.5 years of experience (Red Wing and Lake City MN) and her salary will be based on level G2 of the salary ladder.
4. Recommended approval of the transfer of employment for Madison Bosshart from Grade 2 Teacher at Greenwood Elementary School to Grade 1 Teacher at Rocky Branch Elementary School effective August 26, 2024 (replaces Caitlyn Severson).
5. Recommended approval of the transfer of employment for Caitlyn Severson from Grade 1 Teacher to Kindergarten Teacher at Rocky Branch Elementary School effective August 26, 2024 (increased enrollment).
6. Recommended approval of the reduction of employment for Karen Swanson, School Counselor at River Falls Public Montessori Elementary School, from 1.0 FTE to 0.8 FTE effective August 26, 2024 (employee request).
7. Recommended approval of the hiring of the following short-term, on call Substitute Teachers:
 - a. Elly Bjork
 - b. Sarah Knolmayer
 - c. Madalyn Krizek-Score
 - d. Lauren Scribner
8. Recommended acceptance of the resignation of Amanda Whipkey as full-time English Teacher at River Falls High School effective the end of the 2023-24 year.
9. Recommended acceptance of the resignation of Carrie Loney as full-time Choir Teacher at River Falls High School effective the end of the 2023-24 year. Ms. Loney will retire after 23 years of service with the district.
10. Recommended acceptance of the resignation of Nicole McKone as full-time English Language Arts Teacher at Meyer Middle School effective the end of the 2023-24 year.

11. Recommended acceptance of the resignation of Kirsten Crowe as full-time Special Education Teacher at Rocky Branch Elementary School effective the end of the 2023-24 year.

School District of River Falls
Educational Program Committee Meeting Report

Monday, May 6, 2024 - 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, May 6, 2024 at District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Tuchtenhagen called the meeting to order at **6:00**. 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 Alan Tuchtenhagen (Chair), and Lindsey Curtis were present. Board members Bo Hirstein, and Stacy Johnson Myers were present. Superintendent Jamie Benson, Director of Human Resources and Leadership David Bell, and Director of Academic Services Nate Schurman were also present.

1. CALL TO ORDER - 6:00 PM

2. MANNER OF PUBLIC NOTIFICATION OF MEETING

3. HEARING OF VISITORS OR DELEGATIONS

4. High School Professional Learning Community (PLC) Update

Lisa Gohl, River Falls High School Assistant Principal, and a team of PLC leaders provided an update on the development of the high school as a Professional Learning Community.

Recommended Action: No action taken, informational only.

5. Pupil Nondiscrimination Report

Director of Student Services, Mark Inouye, provided a 5-year pupil nondiscrimination report.

Recommended Action: No action taken. The full board will read and acknowledge the self-evaluation process and report on May 20, 2024.

6. ACT 95/Direct Admit and New Policy

High School Principal, Kit Luedtke, and School Counselor Kim Bruesewitz gave an overview of Wisconsin Guarantee and Direct Admit legislation and how it will impact a select group of high school students. To accommodate this legislation, the high school team will present the first reading of a new policy.

Recommended Action: Tuchtenhagen moved to approve and Lindsey Curtis seconded. Motion passed 2-0.

7. Review Policy 372/378 Student Publications and Productions

The administrative team is recommending minor updates to Policy 372/378.

Recommended Action: No action taken. Edits will be presented at the full board meeting on May 20, 2024.

8. Summer School Update

Nate Schurman, Director of Academic Services, provided a brief update on summer school registration numbers and changes to our summer speed and strength course.

Recommended Action: No action, informational only.

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

As always, committee members will be given the opportunity to suggest items for future committee and/or Board meeting agendas.

Recommended Action: As needed.

10. SCHEDULE NEXT EDUCATIONAL PROGRAM COMMITTEE MEETING

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

Set the meeting schedule as follows:

Educational Program Committee meeting: Monday, June 10, 2024, 6:00 p.m.
The meeting will be held at the District Office conference room, 852 E. Division Street.

11. ADJOURN – 8:24

Alan Tuchtenhagen, Educational Program Committee Chair



CLASS RANK FOR WISCONSIN ACT 95 GUARANTEED UW SYSTEM ADMISSION LAW

For the **sole** purpose of meeting Wisconsin Act 95 “Guaranteed” UW System Admission Law and the Direct Admit Wisconsin program, class rank will be determined by cumulative grade point average. Grade point average is figured by including grades earned from all classes, including electives, music, art, and physical education. The grade point average, based on the grade point scale listed below. If a tie breaker is needed, it will be made in alignment with policy 461 Wisconsin Academic Excellence Scholarship. All grades are un-weighted.

Home School Student Eligibility

To be eligible for the Wisconsin Act 95, home school students must be enrolled in the District full-time for six consecutive terms prior to the end of their junior year.

Grade Point Scale

A	4	A-	3.7
B+	3.3	B	3.0
B-	2.7	C+	2.3
C	2.0	C-	1.7
D+	1.3	D	1
D-	0.7	F	0

Alternative Grades

P Recognized for credit, but is not included in GPA. Students experiencing life changing events may apply for a “P” grade. **Teachers must receive** ~~Prior~~ permission from the **principal prior to posting** ~~is required to allow~~ a “P” grade.

W Withdrawal - no credit earned and no grade points earned.

Grades from an Alternative Setting

Classes taken through an approved/recognized alternative educational setting, such as technical and college courses, will be accepted for graduation credit. Grades earned will be used to calculate grade point average and class rank. Weighted grades for classes transferred in will be adjusted to equate with the District’s un-weighted grade system. Home schooling courses will be assessed by the student services team for credit toward graduation and grade point average. Credits earned from study abroad will be evaluated for credit and included in credits toward graduation.

LEGAL REFERENCE: Section 118.13
Section 118.58
PI 9.03(1), Wisconsin Administrative Code

CROSS REFERENCE: 345.1 Grading Systems
461 Wisconsin Academic Excellence Scholarship

DATE OF ADOPTION: **May 4, 2024**

REVISED:

PI 9.06 Status of Nondiscrimination and Equality of Educational Opportunity Report

River Falls School District

Evaluation and report completed May 2024

What is the Five Year Self Evaluation of the Status of Nondiscrimination and Equality of Educational Opportunity Report?

The Wisconsin State rule (PI 9.06) requires school boards to evaluate the status of nondiscrimination and equality of educational opportunity in the district at least once every five years and report the results to the DPI. Areas of review should be focused on Board Policies, Classes & Programs, Curriculum/instructional materials, Disciplinary actions/practices, Extracurricular activities/participation, Awards & Recognition, Efforts to achieve equality, and Technology/communications.

WI State law prohibits discrimination against any student because of the student's: **sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, and, or physical, mental, emotional or learning disability.** A student may not be excluded from a public school (pre-kindergarten through grade 12), or from any school activities or programs, or be denied any of the benefits of school activities or programs, or be treated in a different manner for any of these reasons.

The objective of this self evaluation is for districts to collect and analyze data, and reflect and revise practices to eliminate barriers to educational and extracurricular opportunities. This gives the district the opportunity to collectively and intentionally create an environment and culture of equality and nondiscrimination for all students and staff.

The self-evaluation process must be completed by May 31, 2024. Districts will be required to assure the Department of Instruction that: the district's self-evaluation explored the eight required areas; provided an opportunity for participation in the process by pupils, teachers, administrators, parents/guardians, and residents of the school district; and resulted in a written report available for examination by residents of the school district. The district must also submit a copy of this written report to the Department upon request. *(per Memo from Paul Manriquez to District Administrators in March 2023)*

Districts must provide opportunity for stakeholders to participate in the self evaluation. Stakeholders **must include**, but are not limited to, **administrators, school-based instructional staff, students, families/parents/guardians, and resident community members.** In addition, the district must prepare a written report that will be available for examination by residents of the district.

Evaluation Area # 1: School board policies and administrative procedures

Data & Information Analyzed:

In this area, we reviewed various policies related to non-discrimination, which included the following:

- 342 Students with Special Needs
- 342.1 Programs for Children with Disabilities
- 342.7 Programs for English Language Learners
- 342.8 Section 504 Plans and Services for Students with Disabilities
- 342.71 Procedures for Assessing/Supporting English Learners
- 346.1 Nondiscriminatory Student Assessment
- 363.3 Technology Concerns for Special Needs
- 363 School Counseling Programs
- 383.1 Student use of Service Animals
- 411 Equal Educational Opportunities
- 411 Rule 1 Student Discrimination Complaint Procedures
- 411 Rule 3 Gender Diverse Students
- RFSD Elementary Student Handbook
- RFHS Student Handbook

In addition, we reviewed our various Elementary and Secondary Student Handbooks with a focus on content related to equal opportunity, harassment and bullying.

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

POLICIES

Policy 411, *Equal Educational Opportunities*, was most recently updated in August of 2018. This is the ‘umbrella’ policy related to this work and topic. It notes the following regarding our commitment to non-discrimination.

The right of the student to be admitted to school and to participate fully in curricular, co-curricular, student services, recreational and other programs or activities shall not be abridged or impaired because of a student’s sex, (including gender identity, gender expression and nonconformity to gender role stereotypes,) race, national origin, color, religion, ancestry, creed, pregnancy, marital or parental status, sexual orientation, handicap or physical, mental, emotional or learning disability.

Specific policies related to harassment and bullying were updated in 2020, and our *Student Non-Discrimination Complaint Procedures* were updated in October of 2015. Our *Gender Diverse Student Policy* was updated in 2023. As we were reviewing other relevant policies, it was noted that many have not been updated or revised in a number of years.

The Administrative Team is in process of policy review in all areas, including those policies related to non-discrimination and diverse student populations. We will be starting this work with a review of 342 , *Student with Special Needs*, and 342.1, *Programs for Students with Disabilities*, in June of 2024. Additional policies will be scheduled for review over the course of the upcoming year.

HANDBOOKS

A review of our most recent Student Handbooks indicates that all required notices regarding discrimination and equal education opportunities are present. Additionally, information regarding harassment/bullying, including reporting/investigation procedures for harassment/bullying are outlined.

Our Handbooks also include language and values related to non-discrimination. In the High School handbook, identified Values include Equity and Respect, with a goal of fostering a “climate of civility, acceptance, and reasoned debate, embracing our diversity as a strength.” Our Middle School Handbook specifies a number of ‘student rights’ including the freedom from being set apart or mocked because of race, sex, religion, physical strength, size, friendship group, age, culture, handicap, financial status, clothing, or classroom performance.

Evaluation Area # 2: Enrollment trends in **classes and programs**

Data & Information Analyzed

In this section, we focused on information from our Middle and High School. Data was collected about enrollment and participation in three primary areas, including Advanced Placement (AP) courses at the High School, “Dual Enrollment” courses at the High School, and Participation in 8th grade advanced Math. In each area, we compared participation based on Race, Disability Status, and Gender.

Data from a High School / Middle School student/staff survey was also reviewed, focusing on two relevant question/s/ related to this evaluation area. In this survey, students were asked 10 questions related to topics relevant to non-discrimination, and asked to indicate one of six choices: *Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, or NA (not sure and/or doesn't apply to me)*. Questions relevant to these evaluation areas focused on if students felt they were encouraged to participate in advanced courses, as well as if teachers/counselors had high expectations for their learning. For the purposes of this report, we are reporting percentages of ‘agree/strongly agree’ and ‘disagree/strongly disagree’.

Finally, the team reviewed the last two IDEA Racial Equity in Special Education reports, to identify issues related to higher levels of identification, programming or placement for Students of color. Specific data from that report is not included in this report, as due to small sample sizes it could lead to student identifiable information, but it is discussed and referenced below.

High School / Middle School Enrollment Demographics

Total High School Enrollment (Third Friday 2023)	Total Middle School Enrollment (Third Friday 2023)
1123 Total Students	730 Total Students
86.9 % White	88.2% White
13.1% Non-White	11.8% Non-White
89.3% Students without Disabilities	86.1% Students without Disabilities
10.7% Students with Disabilities	13.9% Students with Disabilities
51.8% Male	48.2% Male
48.2% Female	51.8% Female
>1% NonBinary	

High School AP Course Participation

Participation in AP course offerings at the HS:

- **Students with Disabilities**
 - **Less than 1%** of students enrolling in AP courses are SWD, but they account for 10.7% of the High School population

- **Non-white students**
 - **9%** of students enrolling in AP courses are students of color. They make up 13.1% of the High School population

- **Gender**
 - **46%** of students enrolling in AP courses are Male. They make up 51.8% of the High School population

High School Dual Enrollment Course Participation

Participation in 'dual enrollment' course offerings at the HS:

- **Students with Disabilities**
 - **9.6%** of students enrolling in Dual Enrollment courses are students with disabilities. They account for 10.7% of the High School population.

- **Non-white students**
 - **12%** of students enrolling in DE courses are students of color. They account for 13.1% of the High School population.

- **Gender**
 - Male (**52.5%**) and Female (**47.3%**) students participate in Dual Enrollment courses at levels commensurate with their overall enrollment percentages.

Middle School Course Participation

Participation in Middle School Algebra (8th grade advanced Math):

- **Students with Disabilities**
 - **0%** of students in MS advanced Math (Algebra) are students with disabilities. They account for 13.9% of the Middle School population.

- **Non-white students**
 - **6%** of students enrolled in MS algebra are students of color. They account for 11.8% of the Middle School population.

- **Gender**
 - **36%** of students MS Algebra are female. They make up 52.8% of the Middle School Population (8th grade numbers only).

High School Survey: Course Participation

Survey Question (HS ONLY): *If I meet the age/grade level requirements for an advanced course (AP, transcripted, honors etc), I am encouraged by staff to register for that course.*

"Strongly Agree/Agree"	"Disagree/Strongly Disagree"
● STAFF: 72.8%	6%
-----	-----
● Male: 50%	9%
● Female: 55%	10%
● Non-Binary/Other: 63%	0%
-----	-----
● White: 53%	6%
● Non-White: 45%	10%
-----	-----
● 9th Grade: 52%	7%
● 10th Grade: 53%	7%
● 11th Grade: 46%	15%
● 12th Grade: 59%	8%

Survey Question: I believe that every teacher and counselor has high expectations for my learning.

High School		Middle School	
“Strongly Agree/Agree”	“Disagree/Strongly Disagree”	“Strongly Agree/Agree”	“Disagree/Strongly Disagree”
• STAFF: 79%	11%	• STAFF: 82%	4%
-----	-----	-----	-----
• Male: 60%	7%	• Male: 72%	4%
• Female: 66%	7%	• Female: 73%	5%
• Non-Binary/Other: 71%	4%	-----	-----
-----	-----	• White: 74%	4%
• White: 64%	7%	• Non-White: 61%	11%
• Non-White: 57%	5%	-----	-----
-----	-----	• 6thGrade: 76%	01%
• 9th Grade: 64%	6%	• 7th Grade: 70%	7%
• 10th Grade: 62%	6.5%	• 8th Grade 72%	4%
• 11th Grade 64%	5%		
• 12th Grade: 62%	10%		

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

Class Enrollment Data

One area of celebration is noted with our student participation in ‘Dual Enrollment’ courses. When analyzing enrollment numbers in these courses, no significant gaps were identified between expected and actual enrollment. It is believed that our focus on ACP, as well as intentional transition work with our students with disabilities, has helped increase enrollment in these courses over time, and allowed students to earn college credits in areas of future program and vocational interest.

Data indicates that there is a significant gap in the percentage of students with disabilities participating in AP courses compared to non-disabled peers. While not as large, differences in enrollment are also observed when looking at students of color (compared to white students) and male students (compared to female students). A similar gap is also observable for both students with disabilities and students of color when looking at enrollment in 8th grade advanced math. Conversely, Female students participated in 8th grade advanced math at a lower rate compared to Male peers.

Overall our goal is to reduce, and ultimately eliminate, gaps with enrollment in advanced courses and those potentially resulting in future college credits. We also want to continue to be systematic in our approach to working with individual students, and push all students to ²⁹ challenge themselves with courses and opportunities that help them meet their post high school goals. We will also continue to work on

programming for our students with disabilities, to close the achievement gap and prepare them for any course options they want to challenge themselves with. This year we have started regular data retreats that focus on the academic and behavioral performance of our students with disabilities, including both proficiency and growth. We will use that data to drive effective strategies and interventions to narrow the achievement gap.

Survey Data

In addition to the data regarding enrollment, we see differences in student perceptions about being encouraged to enroll in AP courses. Both our male students and students of color indicate less agreement to that question. Additionally, High School Male students and MS/HS students of color agree that staff have high expectations for them at lower levels compared to comparison groups. In both of these areas, staff had much higher levels of agreement.

Currently, our School Counseling and ACP teams are systematic in connecting with each student in a variety of grade levels about course options and post high school plans. Counselors meet with students individually (along with their parents/guardians) in 8th, 10th, and 12th grade. Additionally, all 11th grade students are surveyed regarding post secondary plans prior to Senior year, and presentations are given to all students on various course options during registration night. Students with disabilities have additional transition support through Special Education Case managers and our Transition Coordinator. Future goals will be to have AP teachers take an active role in presenting about their course, and talking to all students about the various opportunities.

Evaluation Area # 3: Methods, practices, **curriculum** and **materials** used in **instruction**, counseling, and pupil **assessment** and testing

Data & Information Analyzed

In this section, we reviewed data from Middle School / High School student and staff surveys, focusing on relevant question/s/ related to this evaluation area. In this survey, students were asked 10 questions related to topics relevant to non-discrimination, and asked to indicate one of six choices: *Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, or NA (not sure and/or doesn't apply to me)*. Questions focused on both student and staff perceptions regarding diversity in instructional materials.

We also reviewed our updated curriculum adoption cycle, including rubrics utilized in the resource selection process, as well as current School Counselor training and practices.

Survey Question: Instructional materials (books, websites, videos etc) are representative of diverse students and families, and are free of bias and stereotyping			
High School		Middle School	
<i>"Strongly Agree/Agree"</i>	<i>"Disagree/Strongly Disagree"</i>	<i>"Strongly Agree/Agree"</i>	<i>"Disagree/Strongly Disagree"</i>
<ul style="list-style-type: none"> STAFF 64% 	12%	<ul style="list-style-type: none"> STAFF 67% 	4%
<ul style="list-style-type: none"> Male: 49% 	6%	<ul style="list-style-type: none"> Male: 54% 	6%
<ul style="list-style-type: none"> Female: 58% 	6%	<ul style="list-style-type: none"> Female: 57% 	2.7%
<ul style="list-style-type: none"> Non-Binary/Other: 29% 	25%	<ul style="list-style-type: none"> White: 58% 	4%
<ul style="list-style-type: none"> White: 54% 	6%	<ul style="list-style-type: none"> Non-White: 37% 	6%
<ul style="list-style-type: none"> Non-White: 45% 	10%	<ul style="list-style-type: none"> 6thGrade: 42% 	8%
<ul style="list-style-type: none"> 9th Grade: 60% 	4%	<ul style="list-style-type: none"> 7th Grade: 68% 	4%
<ul style="list-style-type: none"> 10th Grade: 54% 	6%	<ul style="list-style-type: none"> 8th Grade: 53% 	2%
<ul style="list-style-type: none"> 11th Grade: 40% 	8%		
<ul style="list-style-type: none"> 12th Grade: 53% 	10%		

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

Survey Data

A review of survey data indicates that students of color, and our gender diverse students were less likely to agree or strongly agree that instructional materials were representative of diverse populations. For students of color, there was a 9% difference in agreement at the High School, and a 21% difference at the Middle School compared to white peers. Our gender diverse students at the High School also indicated considerably lower agreement than male and female peers. In all cases, staff agreement to this question was noted to be higher than student agreement (for all measured groups).

While this was not in direct response to survey data, it is important to note that the School District of River Falls adopted a new curriculum cycle for the 2023-24 school. As part of this ongoing review process, the district provides time for all content areas throughout our K-12 system to examine and adjust our curriculum. Within this cycle there are six stages that content area teams will progress through during a six year period. In stages one through three, teachers will develop a mission and vision for their content area, and identify connections to the strategic plan. Goal 2 (*Provide a safe, welcoming, and healthy school environment*) includes subgoal 2.6 which calls for *review & update curriculum & library resources to be age- and developmentally-appropriate with a diverse balance*. Goal 4 (*Provide life readiness skills*), includes subgoal 4.2 which indicates we will *involve students & staff in learning that promotes global citizenship, increases cultural competence, & cultivates appreciation for our diverse world*. With this as our framework, resources reviewed and chosen should include a focus on building cultural awareness and acceptance through our curriculum.

The recent adoption of a new K-5 English Language Arts resource included an in depth, rubric-guided review of many resources before a final decision was reached. The rubric included rating resources on how well they represent cultures of our students and community as well as cultures outside of our community. These are texts that have the power to inform, transport, validate, and make connections. With similar goals in mind, district schools have made efforts to diversify supplementary curricular materials (classroom libraries, library books) by adding literature with greater cultural representation so students can see themselves and others in the books they read. We will continue to apply this framework to all future resource adoptions.

In the area of School Counseling, our Counselors have all received ongoing training and support via CESA 11, WSCA, and during our Monthly Student Service PLC. This training has included trauma sensitive practices, youth mental health first aid, best practices in working with gender diverse students, and culturally responsiveness. School Counselors work collaboratively with other Student Services staff (Social Worker, School Psychologists), along with community and collocated mental health providers to help address student academic and social emotional needs. Counselors currently conduct a mental health 'mini lesson' during health class, which hits nearly 100% of our 9th grade student body, and we are considering a 'refresher' lesson that might occur in another class taken by the whole student body during 10th or 11th grade.

Evaluation Area # 4: Trends and patterns of **disciplinary actions**, including suspensions, expulsions, and handling of pupil harassment (Title IX)

Data & Information Analyzed

In this area we pulled data regarding ‘out of school suspensions,’ which are commonly tracked in Infinite Campus. It should be noted that our overall rate of suspensions continues to be low, with a total of 78 students receiving at least one suspension during the 22-23 school year at the High School, and 32 at the Middle School. The rate at which MMS and the RFHS/Ren suspend students is well below the state average, and principals regularly seek other avenues for discipline or restorative practices as a step prior to this level of discipline.

We also reviewed and analyzed Student/Staff Survey data regarding responses to harassment, fair and equitable discipline, and the overall safety of our district spaces.

78 Students were suspended or received disciplinary removals at the High School

Ren/RFHS 6.9% Suspension Rate
HS (Statewide): 12% Suspension Rate

- Students with Disabilities
 - Students with disabilities are 10.7% of the High School, but accounted for 40% of students who were suspended.
- Non-white students
 - Students of color are 13.1% of the High School, but accounted for 24% of students who were suspended.
- Male students
 - Male students are 51.8% of the High School, but accounted for 56.4% of students who were suspended.

32 Students were suspended or received disciplinary removals at the Middle School

MMS 4.4% Suspension Rate
MS (Statewide) 15.9% Suspension Rate

- Students with Disabilities
 - Students with disabilities are 13.9% of the Middle School, but accounted for 41% of students who were suspended.
- Non-white students
 - Students of color are 11.8% of the High School, but accounted for 21.9% of students who were suspended.
- Male students
 - Male students are 48.2% of the High School, but accounted for 75% of students who were suspended.

Survey Question: Classrooms, cafeterias, hallways, athletic facilities, and transportation options are safe for all students.

High School		Middle School	
<i>"Strongly Agree/Agree"</i>	<i>"Disagree/Strongly Disagree"</i>	<i>"Strongly Agree/Agree"</i>	<i>"Disagree/Strongly Disagree"</i>
• STAFF 79%	12%	• STAFF 84%	8%
-----	-----	-----	-----
• Male: 62%	8%	• Male: 61%	7%
• Female: 58%	14%	• Female: 57%	10%
• Non-Binary/Other: 25%	29%	-----	-----
-----	-----	• White: 61%	8%
• White: 61%	12%	• Non-White: 45%	9%
• Non-White: 53%	10%	-----	-----
-----	-----	• 6thGrade: 55%	11%
• 9th Grade: 66%	10%	• 7th Grade: 55%	10%
• 10th Grade: 61%	9%	• 8th Grade 67%	4%
• 11th Grade 50%	13%		
• 12th Grade: 60%	14%		

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

Suspension Data

On a positive note, students at our Middle and High School are suspended at a rate that is substantially less than the statewide average. Principals take a variety of different factors into consideration when assigning consequences and implementing disciplinary removals, and suspension is typically reserved for situations involving verbal/physical aggression, substances, safety concerns, and/or repeated and ongoing disregard for school rules. However, while our overall suspension rate is low, data does indicate that students with disabilities, students of color, and male students account for a percentage of suspensions that is higher than expected given enrollment percentages.

Over the past 2 years we have engaged in ongoing work and professional development related to Culturally Responsive Teaching. We have worked on VABB (Validate/Affirm -Build/Bridge) strategies to help staff create and encourage a culture where students with diverse experiences and backgrounds are valued. This past year, buildings have each focused on 4 (out of 20) common cultural behaviors, and the comparison to school cultural behaviors. We will continue this work going forward into future years.

For our students with disabilities, special education staff work on an ongoing basis to provide support with a goal of reducing the intensity and frequency of behavioral issues. Staff work closely with our building administration and student services team to set up students for greater success, and identify antecedents that might lead to behavioral challenges. This year at the High School, we created a program that was more behaviorally focused in an effort to meet the needs of students with higher level needs in that area. For our general education

students, both the High School and Middle School have student problem solving teams that meet regularly to address students with academic and behavioral concerns, and implement interventions to help address antecedents of behavior.

Survey Data

Student and staff perceptions of discipline, harassment, and the safety of building spaces vary, and are worthy of more evaluation. In regards to Harassment, our non-binary, female, and non-white students all report lower levels of agreement in their perception of how harassment is handled. This is true for both the High School and Middle School buildings. Staff indicate 'agree/strongly agree' to this question at a level much higher than students.

When asked about disciplinary practices being applied in a fair/equitable manner, Middle School students of color reported agreement 16% lower than their white peers. At the High School, notable differences were observed with our junior class, non-binary students, and female students. Staff perceptions at the High School were similar to that of most student groups.

When asked if building facilities were safe for all students, staff responses were very high at both the Middle School and High School. However, responses from our students of color indicated lower agreement compared to their white peers, and considerably lower than the perception of our building staff. Given the general nature of the question, this is another area that warrants further investigation as to the 'why' of the statement.

Survey data indicates that staff agreed with questions related to the response to harassment at a much higher level than questions about disciplinary practices. Earlier this year presentations were given to all teachers/paras regarding our bullying, harassment and Title IX harassment policies, and it is possible that explicit communication regarding process/procedures led to more staff feeling positive about administrative responses in this area. If this is the case, similar communication/review about disciplinary practices might be warranted.

Similarly, enhancing front-end communication with students about our general protocols and practices when addressing behavioral issues might be helpful. We should include information about how a variety of factors go into decision making on consequences/restitution, and what students will and will not hear regarding the outcomes of behavior. This could help with student perceptions about equitable disciplinary practices.

As mentioned before, the student survey was an important initial step to identify areas of potential concern and identify areas for further study. A future step, across several different evaluation areas, will be to talk with representatives from our student body, particularly with groups that reported lower levels of agreement to various questions, to help identify some of the underlying concerns that might be leading to these responses. In the relevant questions above, further exploration/discussion could occur as to the specifics of student concerns regarding equitable practices and safety concerns for some of our student groups. For example, what specific spaces do students identify as unsafe? What type of safety concerns are there? What concerns do our staff and/or student body have regarding how discipline is applied? More detailed information in these areas will increase our ability to communicate and address issues of concern for both groups.

Evaluation Area # 5: Participating trends and patterns and school district support of athletic, **extracurricular** and recreational activities

Data & Information Analyzed

In this evaluation area, we pulled the total number of participants in each sport, and calculated participation percentages compared to overall enrollment numbers/percentages. Given this information was collected in the 2017 Pupil Non-Discrimination Self Evaluation, we compared that data to historical data, as well.

Additionally, we surveyed both students and staff regarding the variety and accessibility of extracurricular options.

<p>The total number of participants (across all sports) was calculated for the HS. Note: A single student could be counted multiple times if they were a multi-sport athlete.</p> <ul style="list-style-type: none">○ Male Participants<ul style="list-style-type: none">■ Male students accounted for 59.2% of participating students, but account for 51.8% of the High School population.○ Female Participants<ul style="list-style-type: none">■ Female students account for 40.8% of participating students, but account for 48.21% of the High School population.○ White Participants<ul style="list-style-type: none">■ White students accounted for 91% of participating students, but account for 86.9% of the High School population.○ Non-White Participants<ul style="list-style-type: none">■ Students of color account for 8.9% of participating students, but account for 13.1% of the High School population.	<p>The total number of participants (across all sports) was calculated for the MS. Note: A single student could be counted multiple times if they were a multi-sport athlete.</p> <ul style="list-style-type: none">○ Male Participants<ul style="list-style-type: none">■ Male students accounted for 62% of participating students, but account for 48.2% of the Middle School population.○ Female Participants<ul style="list-style-type: none">■ Female students account for 38% of participating students, but account for 51.8% of the Middle School population.○ White Participants<ul style="list-style-type: none">■ White students accounted for 89.2% of participating students, but account for 88.2% of the Middle School population.○ Non-White Participants<ul style="list-style-type: none">■ Students of color account for 10.8% of participating students, but account for 11.8% of the Middle School population.
---	---

Survey Question: Students have a variety of athletic and extracurricular activities available, with the necessary resources to make them accessible for diverse groups

High School		Middle School	
"Strongly Agree/Agree"	"Disagree/Strongly Disagree"	"Strongly Agree/Agree"	"Disagree/Strongly Disagree"
• STAFF 88%	5%	• STAFF 71%	18%
• Male: 74%	2.7%	• Male: 76%	3.4%
• Female: 77%	4%	• Female: 74%	4%
• Non-Binary/Other: 71%	4%	• White: 76%	3%
• White: 77%	2%	• Non-White: 67%	5%
• Non-White: 65%	6%	• 6th Grade: 59%	6%
• 9th Grade: 77%	1.5%	• 7th Grade: 79%	2.5%
• 10th Grade: 77%	4%	• 8th Grade: 83%	3%
• 11th Grade: 67%	3%		
• 12th Grade: 79%	4%		

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

A review of participation data indicates that our male students continue to be much more likely to participate in athletic opportunities compared to female students. This pattern is consistent with data pulled for the last Pupil Non-Discrimination Self Evaluation in 2017 (Males = 57.8% / Females = 42.8%).

Despite these differences in participation rates, both Male and Female students report similar agreement when asked if students have a variety of extracurricular activities available to them, with the necessary resources to make them accessible. While general percentages of agreement in this area were higher across the board compared to most other survey answers, our students of color did not agree to the same extent as their white peers, and were 12% less likely to agree at the High School, and 9% less likely at the Middle School.

While there is general agreement in this area about opportunities, one possible barrier came up on several occasions in the open comments section of the staff survey. It was noted by several staff that if students had transportation, that would eliminate barriers for students who lacked the resources to get rides home from school after practice. We also should do additional exploration regarding why our female students participate at a lower level compared to male peers.

Evaluation Area # 6: Trends and patterns in awarding scholarships and other forms of **recognition** and achievement provided or administered by the district

Data & Information Analyzed

In this area, we analyzed 12th grade scholarships, with a focus on those scholarships and awards where the district had substantial control in selecting the recipient. Those scholarships awarded by outside agencies/programs, which are shared by us, were not included. This was another area in which we have data from the 2017 Self Evaluation, which we will use for comparison purposes.

At the High School, there was a moderate gap in the award/recognition rate, with our female students receiving scholarships at a higher rate.

NOTE: 12th grade enrollment as of January 2023 Count

- Male Awards
 - 40% received awards, but account for 55.8% of the High School population.
- Female Awards
 - 60% received awards, but account for 43.2.1% of the High School population.
- White Participants
 - 86.7% received awards, but account for 88.8% of the High School population.
- Non-White Participants
 - 13.3% received awards, but account for 11.3% of the High School population.

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

Analysis of last year's scholarships/awards data indicates that female students receive scholarships and awards at a higher rate compared to male students. This is consistent with other data (referenced earlier) about female students being more likely to be enrolled in AP courses. There is no difference between white and students of color regarding awards/recognitions.

A review of prior data (2013-2016) indicated that in 2 of the 3 years, female students received scholarships/recognitions at a rate higher than their percentage of the student body, which indicates that this may be an ongoing issue worthy of additional research. Ultimately, we may want to track

additional information, such as 'applications' for scholarships, to see if the issue is fewer males applying, or rather female students having stronger applications. We could also look at other academic indicators, to see if scholarship/awards data correlates to other indicators of academic success (i.e ACT score, AP courses, GPA).

Evaluation Area # 7: School district efforts to achieve **equality** of educational opportunity and **nondiscrimination**

Data & Information Analyzed

Harassment/ Discrimination Policy / Data

As noted in Evaluation Area #1, Policy 411 was most recently updated in August of 2018 and includes language regarding a student's right to fully participate in all areas, regardless of sex, race, national origin, color, religion, ancestry, creed, pregnancy, marital/parental status, sexual orientation, handicap or disability.

We have Harrassment, Bullying, and Equal Opportunity policies that apply to the above, which are communicated to students and have been shared with staff. Principals and administrators have received ongoing training on identifying potential harassment, and steps to take in response to harassment (including situations which could meet Title IX sexual harassment).

Staff/Student Survey Questions

As in other areas, data from a High School / Middle School student/staff survey were also reviewed, focusing on two relevant question/s/ related to this evaluation area. On this survey, students were asked 10 questions related to topics relevant to non-discrimination, and asked to indicate one of six choices: *Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, or NA* (not sure and/or doesn't apply to me) Questions relevant to this evaluation areas, focused on if students felt that school assemblies/celebrations reflected the diverse nature of the school, and if the school was welcoming to every student. For the purposes of this report, we are reporting percentages of 'agree/strongly agree' and 'disagree/strongly disagree.'

Survey Question: School assemblies and celebrations reflect the diverse nature of the school and community.

High School	
"Strongly Agree/Agree"	"Disagree/Strongly Disagree"
• STAFF 32%	26%
-----	-----
• Male: 44%	11%
• Female: 42%	19%
• Non-Binary/Other: 21%	34%
-----	-----
• White: 44%	14%
• Non-White: 33%	22%
-----	-----
• 9th Grade: 50%	9%
• 10th Grade: 47%	14%
• 11th Grade 32%	17%
• 12th Grade: 36%	20%

Middle School	
"Strongly Agree/Agree"	"Disagree/Strongly Disagree"
• STAFF 65%	12%
-----	-----
• Male: 59%	6%
• Female: 56%	5%
-----	-----
• White: 61%	4.5%
• Non-White: 42%	12%
-----	-----
• 6thGrade: 56%	5%
• 7th Grade: 61%	4%
• 8th Grade 56%	8%

Survey Question: Our school environment is welcoming for every student.

High School	
"Strongly Agree/Agree"	"Disagree/Strongly Disagree"
• STAFF 67%	15%
-----	-----
• Male: 55%	12%
• Female: 42%	7.5%
• Non-Binary/Other: 25%	33.5%
-----	-----
• White: 49%	18%
• Non-White: 42%	19%
-----	-----
• 9th Grade: 57%	14%
• 10th Grade: 53%	16%
• 11th Grade 39%	19%
• 12th Grade: 43%	26%

Middle School	
"Strongly Agree/Agree"	"Disagree/Strongly Disagree"
• STAFF 84%	10%
-----	-----
• Male: 64%	9%
• Female: 64%	9.7%
-----	-----
• White: 65%	9%
• Non-White: 50%	16%
-----	-----
• 6thGrade: 67%	7%
• 7th Grade: 61%	12%
• 8th Grade 61%	10%

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

Survey data indicates that students of color, and our non-binary/other students, were less likely to indicate that celebrations were representative of diverse populations, as well as school being welcoming for every student. Female students also reported lower agreement regarding the High School being welcoming compared to male students. It is important to note that this question wasn't asking about it being welcoming to the individual respondent, but about being welcoming for EVERY student.

At both the Middle School and High School, staff agreement regarding our environment being welcoming to every student was higher than our student body, and much higher compared to students of color and gender diverse students. Middle School staff also demonstrated high agreement to diversity in celebrations/assemblies, but our High School staff did not.

The High School team has identified that there are not a substantial number of building celebrations that occur, and that when they do happen often they are to celebrate athletic accomplishments. The High School team was actively discussing this issue prior to the survey, and is working on expanding student celebrations to include academic achievement, academic growth/improvement, attendance, music/arts, and incorporate other 'focuses' such as a mental health month.

Much like with previous evaluation areas, a future step, across several different evaluation areas, will be to talk with representatives from our student body, particularly with groups that reported lower levels of agreement. For example, there could be many different reasons for a school not feeling welcoming to all students, which could include staff, other students, instructional materials etc. Additionally, High School and Middle School staff have identified the importance of a student services or administrative representative attending certain clubs/groups (i.e Social Justice Group, GSA, Step Up) on a regular basis to keep a pulse on how diverse groups of students may be feeling, and any systematic issues that might be occurring.

The High School and Middle School will continue to focus on building connections and relationships with students. The High School is looking to begin each school year with a heavier focus on purposeful activities to establish connections, and consider a short delay on ACP activities. While this might require slight adjustment of ACP scope and sequence, we are likely to get more out of them if we establish strong relationships out of the gate. Building connections with students has been a focus of numerous staff meetings, and staff have taken the lead on sharing strategies and purposeful actions that they use to build connections with one another. This should help enhance the feeling of community in WIN/Homeroom and help our buildings feel more welcoming for all.

Data & Information Analyzed

In reviewing protocols for technology/communication, our Director of Community Education and Communication was interviewed. She noted the following protocols to ensure communication is timely and effective for ALL families.

- We work closely with our district translator to make sure our communication materials are translated correctly and shared with families in an appropriate way. She works closely with families and helps determine what's needed for all languages in each school. This has resulted in certain documents such as our yearly calendar being translated also into Russian.
- Translation of parent communication includes such items as: google forms for surveys, flyers, district, school, and classroom newsletters, field trip forms, presentations for families, invitations, lunch forms, and registration forms. We have gotten much more effective at getting materials translated and ready in a timely manner. .
- In fall 2023 we rolled out a new website. We have discouraged the use of PDFs and have implemented a best of sharing information as text (via a web page or a google doc) whenever possible.
- Google translate button on our website - users can view our website in the language of their choice.
- Emergency messaging: District translator contacts families via TalkingPoints, right after district-wide robo call. Families using TalkingPoints receive a notification in the app or as a text message (if they don't use the app).

Analysis of the Findings (celebrations & areas for revision) and Potential Actions

Communication protocols have been greatly improved over the course of the past several years. One future goal might be to survey our non-English population to help evaluate if our perceptions on these efforts are shared by the community.



POLICY 372/~~378~~ STUDENT PUBLICATIONS AND PRODUCTIONS

For purposes of this policy, “publications” shall ~~shall~~ **will** include, **but is not limited to**, any audio, electronic, visual, or written materials such as tapes, banners, films, pamphlets, notices, newspapers, books, web pages, or other materials **shared publicly**. “Productions” shall include **public** theatrical **and dramatic** performances. ~~or as well as impromptu dramatic presentations.~~

~~In sponsoring a student publication or production, The~~ **School** Board is mindful of the fact that ~~the~~ **a** publication **or production** could be available to any student of the district, and must therefore, ~~generally~~ be suitable for all students. **Building principals, teachers, or supervisors must approve all productions prior to being selected for a public student performance. Publications will be approved in the same manner before being posted publicly .**

The **School** Board of Education is responsible for ensuring the constitutional rights of students are balanced in a reasonable manner with the right of society to maintain a system of public schools which provides an environment conducive to learning. Any materials or articles which are potentially libelous, considered obscene or vulgar, or which will result in a substantial disruption of school activities shall be referred to the building principal for review prior to publication. The building principal shall have final authority to determine the appropriateness of the content of all student publications **and productions**. The building principal shall also have authority to prevent the publication or restrain the publication from distribution, ~~or~~ display, **or performance**.

All student publications and productions ~~are part of the school curriculum and as such~~ will be subject to ~~established student publication~~ **these** guidelines. Students **or staff** who violate the student publication **and production** policy may be subject to disciplinary action in accordance with District policy.

LEGAL REFERENCE: Wisconsin Constitution, Article 1-Section 3

CROSS REFERENCE: 381 Study and Discussion of Controversial Topics

DATE OF ADOPTION: September 16, 1991

REVISED: March 17, 2008, **May 4, 2024**

School District of River Falls
Finance and Facilities Committee Meeting Report

Monday, May 13, 2024 - 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, May 13, 2024 at District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Miller called the meeting to order at 6:00. 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), Bo Hirstein and Alison Page were present. Also present were Board members Lindsey Curtis, Stacy Johnson Myers and Monica LaVold. Superintendent Jamie Benson, Director of Finance and Facilities Lynette Coy, Director of Human Resources David Bell and Director of Academic Services Nate Schurman were also present.

1. CALL TO ORDER - 6:00 PM

2. MANNER OF PUBLIC NOTIFICATION OF MEETING

3. HEARING OF VISITORS OR DELEGATIONS – None.

4. Food Service Update & Approve Meal Prices for 2024-25

The Director of Finance, Lynette Coy, and Food Service Director, Pat Knox, provided a Food Service update and recommend meal prices for 2024-25.

Action: Page motioned, seconded by Hirstein to approve meal prices for 2024-25. Motion carried unanimously.

5. 2023-24 Budget Update

Lynette Coy, the Director of Finance, provided an update on the 2023-24 budget.

Action: None, informational only.

6. Design & Planning Team Update

The Director of Finance, Lynette Coy, provided an update from the Design & Planning Team.

Action: None, informational only.

7. Approve \$28 Million Debt Issue and Investment Plan

Administration presented the \$28 million referendum debt financing and investment plan.

Action: Hirstein motioned, seconded by Page to approve the debt issue plan presented by Baird, bond proceeds management with PMA, and the WISC resolution. Motion carried unanimously.

8. Property Purchase Update and Approve Sale/Disposal of House

Lynette Coy, Director of Finance, provided an update on the property purchase adjacent to the Bus Garage and presented a plan for the sale/disposal of the house for approval.

Action: Page motioned, seconded by Hirstein to approve accepting sealed bids for the house to be removed from the property and if unsuccessful, plan for demolition. Motion carried unanimously.

9. PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE FINANCE & FACILITIES MEETING AGENDA(S)

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

Action: None.

10. SCHEDULE NEXT FINANCE & FACILITIES COMMITTEE MEETING

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

Action: Set the meeting schedule as follows:

Finance and Facilities Committee meeting, Monday, June 17, 2024, 6:00 p.m.

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

11. ADJOURNED at 7:44 p.m.

Mike Miller, Finance and Facilities Committee Chair



Date: May 13, 2024
To: Board of Education
From: Lynette Coy, Director of Finance & Facilities
Re: Food Service Meal Prices for 2024-25

Annually the district considers adjustments to meal prices for the following school year. When considering adjustments the district reviews the food service budget, participation percentages, labor & food costs, inflation, and area district comparables.

The district did not increase meal prices between 2022-23 and 2023-24 as a planned way to spend down a portion of the Food Service fund balance. The district also invested a portion of fund balance on necessary equipment replacements over the last couple of years. Increases in wages along with inflation of food and supply costs have contributed to the recommendation for an increase in meal prices for 2024-25..

Lunch participation averages 57% (High: GW = 71%, Low: RFHS = 42%)
Breakfast participation averages 11% (High: GW=16%, Low: MMS = 6%)

We are recommending the following increases of \$0.05-\$0.10, with no increase to milk prices.

Meals & Prices				
	2022-23	2023-24	2024-25	Increase
Breakfast ELEM	\$1.65	\$1.65	\$1.70	\$0.05
Breakfast MS/HS	\$1.75	\$1.75	\$1.85	\$0.10
Lunch ELEM	\$2.75	\$2.75	\$2.85	\$0.10
Lunch MS/HS	\$3.05	\$3.05	\$3.15	\$0.10
Milk	\$0.55	\$0.55	\$0.55	-
Adult Breakfast	\$2.90	\$2.90	\$3.00	\$0.10
Adult Lunch	\$4.70	\$4.70	\$4.80	\$0.10

School District of River Falls
Sealed Bid Specifications
House for Sale
807 W. Locust St., River Falls WI 54022

Two-story timber framed house to be removed. NO LAND INCLUDED.

- **Description:** Unknown lead or asbestos-containing materials. Vinyl sided. Garage and other outbuildings not included.
- **Final Site Condition Requirements**
 - Debris removal is required.
 - Any materials or tools brought to the site to facilitate removal shall also be removed from the site.
 - Any landscaping resulting from the removal and relocation of the house is required to be fixed. Any brush resulting from the need to trim trees shall be removed.
 - Foundation removal is not required. The School District of River Falls will remove the foundation.
 - Any ruts, tire depressions or other damage caused by the buyer during disassembly and removal is to be repaired at the sole expense of the buyer.
- **Removal deadline:** August 30, 2024. The seller will consider extensions on a case-by-case basis.
- **Buyer Requirements:** All fees and permits required for the relocation of the structure to be obtained and paid by the purchaser. A removal plan must be submitted to the School District for approval prior to removal. Purchaser must verify all services have been disconnected prior to removal. Asset transfer will be documented with a bill of sale. The buyer is required to provide the School District with at least five (5) business days' notice of the date(s) on which the buyer plans to move the structure. The buyer is required to receive School District approval of the proposed dates prior to entering onto School District property in order to remove the structure.
- **Insurance:**
Buyer will be required to hire a professional building moving company. Prior to the start of work the buyer/mover will furnish a Certificate of Insurance providing full coverage for any persons who will be on the property. \$1,000,000.00/\$2,000,000.00 aggregate liability policy limit only required for the time of removal. PROVIDER agrees to maintain

Commercial General Liability insurance at a limit of not less than \$1,000,000 per occurrence. Coverage shall include, but not be limited to, Bodily Injury and Property Damage to Third Parties, Contractual Liability, Personal Injury and Advertising Injury Liability, Premises-Operations, Independent Providers and Subcontractors, and Fire Legal Liability. The policy shall not exclude Explosion, Collapse, and Underground Property Damage Liability Coverage. The policy shall cover bodily injury and property damage liability, owned and non-owned equipment, blanket contractual liability, completed operations.

- **Indemnity:**

The buyer shall be responsible to the School District for their acts and omissions, and the acts and omissions of the buyer's building mover and any other person or organization performing any of the work under a contract with the buyer. The buyer agrees to defend, indemnify, and hold harmless the School District, its officers, employees, and agents from all losses, expenses, and costs, including attorney's fees, and from all suits, actions, and claims of any character brought because of injuries received or damages sustained by any person, persons, or property arising out of the removal operations, including the removal of any materials in the structure; or in consequence of any neglect in safeguarding the site; or because of any act or omission, neglect, or misconduct of the buyer, or by any person or organization employed directly or indirectly by the buyer.

- **No Warranties:** The School District makes no representations or warranties concerning the condition of the structure, the suitability of the structure for the buyer's intended uses, or any other matter relative to this transaction. Buyer acknowledges that neither the School District nor any principal, agent, attorney, employee, broker, or other representative of the School District has made any representation or warranty of any kind whatsoever, either express or implied, with respect to the House or any matter related thereto, and buyer is not relying on any warranty, representation, or covenant, express or implied, with respect to the condition of the structure.

- **Additional Surety:** Prior to the start of work, in addition to full payment of the purchase price, the Buyer will be required to furnish either cash, a letter of credit, or a construction bond payable to the School District of River Falls in the amount of \$1,000.00. These funds will be held as security to assure the buyer will fulfill his/her responsibilities for the complete removal of the building and restoration of the site within the allotted time frame. Following completion of the work and a satisfactory

inspection of the site by the owner, the funds will be returned to the buyer. Failure to remove the building in the allotted time will result in a penalty of \$75/day, to be drawn from the security, unless extensions are permitted in writing.

- **Provided condition:** Property is being sold “As is.” It is the bidder’s responsibility to determine condition and any defects. Personal inspection is encouraged prior to bidding. Seller makes no representation or guarantee with respect to use, condition, title, access or occupancy of the property. Purchaser responsible for the legal disposal of any items left in the property.
- **Non-assignment:** The buyer may not assign his/her/its rights without the written consent of the School District.

Deliver/Mail sealed bids marked “807 W. Locust Street Bid” to:

Joe Haselman, Building & Grounds Director, 852 E. Division Street, River Falls, WI 54022, during business hours, Monday through Friday 8am-3pm.

Sealed Bid Deadline/Bid Opening: June 14, 2024 @ 10:00 a.m.

Place of Bid Opening: District Office, 852 E. Division Street, River Falls WI 54022



Home for Sale - TO BE MOVED - No Land Included

The School District of River Falls will be accepting sealed bids for the house at 807 W. Locust Street. Bids will be accepted through June 14, 2024.

This is not real estate for sale. NO LAND INCLUDED. Home is being sold “as is”.
TO BE MOVED by the buyer, by a professional mover with insurance.

2 bedroom, 1 bath, 1214 sq. ft.
807 W. Locust St., River Falls WI 54022

The house may be viewed by appointment only, weekdays during business hours.
Call Joe Haselman @ 715.425.1800 to schedule an appointment and for bid specifications.

Bid Deadline/Bid Opening: June 14, 2024 @ 10:00 a.m.

Place of Bid Opening: District Office, 852 E. Division Street, River Falls WI 54022

Deadline for Removal: August 30, 2024

School District of River Falls

Referendum Financing Discussion

BAIRD

FINANCE & FACILITIES COMMITTEE MEETING
MAY 13, 2024

Baird Public Finance

Brian C. Brewer
Managing Director
414.298.7030

bbrewer@rwbaird.com

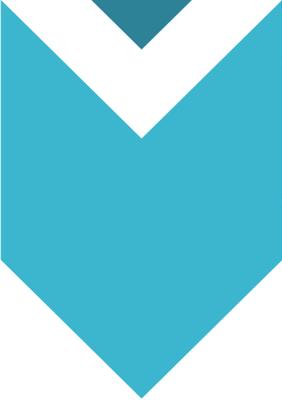
Debby Brunett
Director
715.552.3567

dbrunett@rwbaird.com

Agenda

- 
- Interest Rate Update

- 
- Discussion of Referendum Financing Plan

- 
- Board Action Timeline

Historical Interest Rate Trend

AAA MUNICIPAL MARKET DATA (MMD) INDEX PAST 30 YEARS



Source: Refinitiv as of April 30, 2024

Long Term vs. Short Term Rates

AAA MUNICIPAL MARKET DATA (MMD) INDEX & US FEDERAL FUNDS RATE

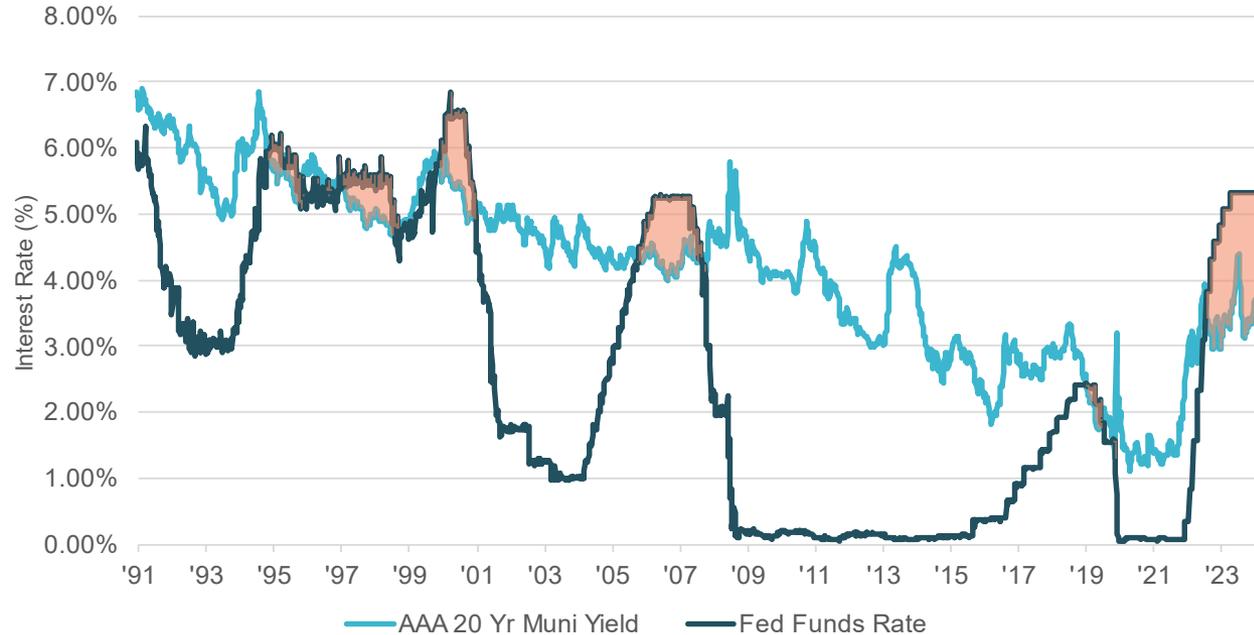
20 Year Muni vs. Fed Funds Rate

Prior to the current market, only **five** periods in the past thirty-three years of reliable municipal market data have there been periods that consisted of a market condition for which the Federal Funds Rate was **higher than the cost of borrowing at the 20-Year AAA municipal benchmark.**

Shaded in Red : Periods of time where the Fed Funds Rate was greater than the interest rate of 20-year tax-exempt AAA municipal debt.

Short Term Cash Flow Earnings:

Although interest rates on long term borrowings are up over the past few years, there is the ability to earn at a rate (subject to IRS restriction) above the cost of borrowing



Inversion Periods

- **November 2022 – Present (17 Months....)**
- April 2019 – September 2019 (5 Months)
- January 2006 - Nov 2007 (21 Months)
- March 2000 – Apr 2001 (12 Months)
- May 1998 - Nov 1998 (6 Months)
- May 1997 – April 1998 (11 months hovering +/- 0)

Financing Plan Considerations

Goals

- Total Mill Rate Impact: \$0.775
 - Operational: \$0.19 (over 3 years)
 - Debt: \$0.585
- Minimize total interest cost
- Minimize interest rate risk
- Maximize investment earnings

S&P
AAA
AA+
AA
AA-
A+
A
A-

Debt Structuring Assumptions

- Long-term credit rating: Standard & Poor's (S&P)
 - District is currently rated: "AA"
- Repayment Structure:
 - 20-year repayment from date of issuance
 - Targeted level mill rate in first 5 years; create reduction in debt service of \$1,400,000 beginning in 2030
- G.O. Promissory Notes
 - Begin investing funds early
 - Utilize 2023-24 Fund 39 levy to offset new referendum debt levy
 - Maximize pricing flexibility
 - Local bank involvement
- Property Valuation
 - Assumes annual growth of 2.00%.
 - District had an average annual increase of 6.9% from 2017-2021
 - District had 14% growth in 2022 and 16.5% growth in 2023. State Average was 12.8% in 2023.

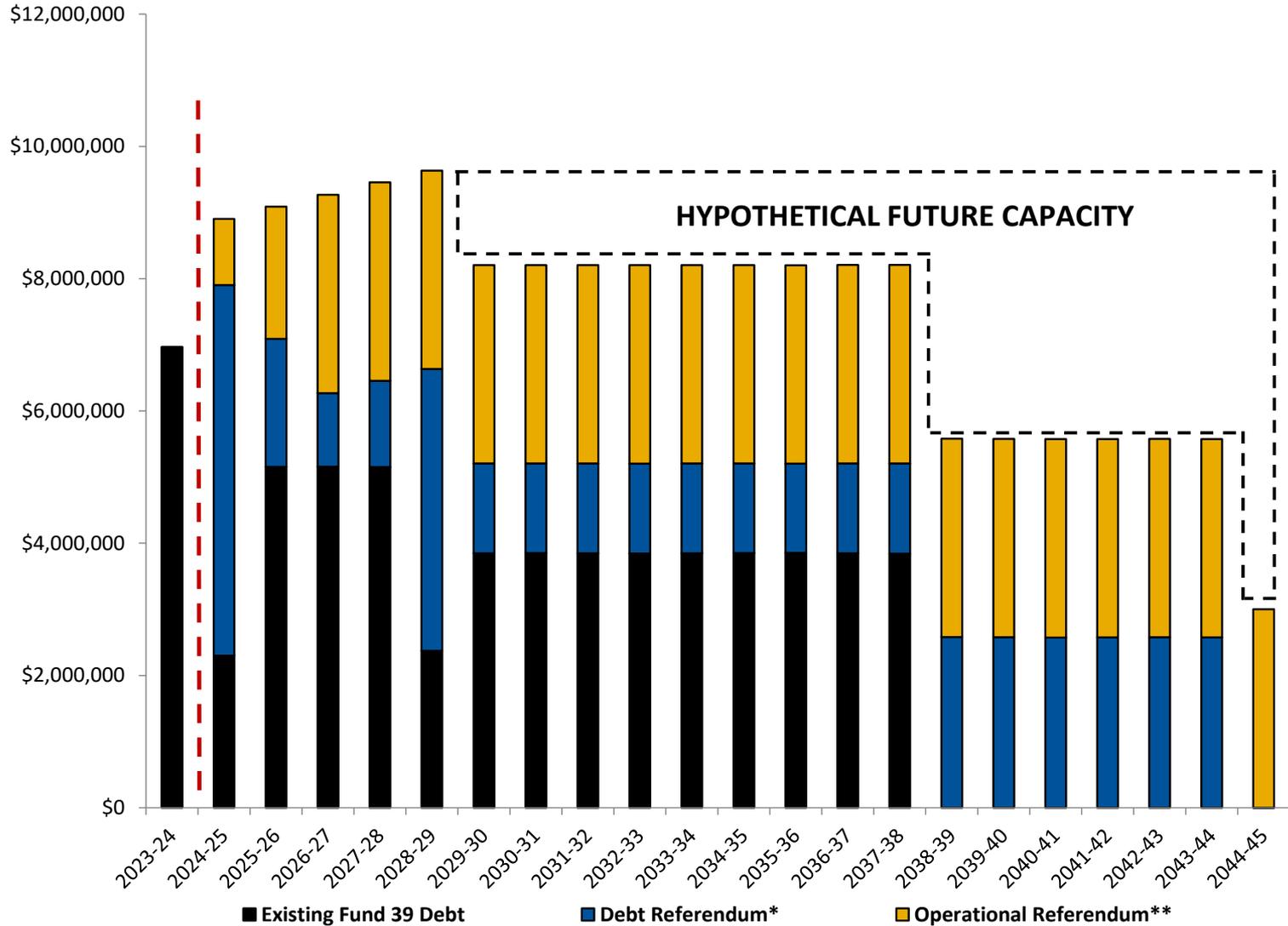
Referendum Financing Plan



LEVY YEAR	YEAR DUE	EXISTING FUND 39 DEBT SERVICE	QUESTION 1	QUESTION 2				STABILIZATION FUND (A)	FUND 39 DEBT LEVY EXISTING PLUS NEW REFERENDUMS	STATE AID IMPACT OVER BASE (B)	COMBINED COST (Factoring Aid)	COMBINED MILL RATE (C)	
			RECURRING OPERATIONAL REFERENDUM 3-Year Step-Recurring	\$28,000,000 G.O. PROMISSORY NOTES <i>Dated June 10, 2024</i> <i>(First interest 4/1/25)</i>									
				PRINCIPAL (4/1)	INTEREST (4/1 & 10/1) AIC= 4.36%	LESS: HYPOTHETICAL BID PREMIUM	TOTAL						
2023	2024	\$5,111,580						\$1,855,145	\$6,966,725	\$0	\$6,966,725	\$2.01	
2024	2025	\$4,154,930	\$1,000,000	\$4,500,000	\$1,623,868	(\$520,046)	\$5,603,821	(\$1,855,145)	\$8,903,606	\$0	\$8,903,606	\$2.52	
2025	2026	\$5,153,280	\$2,000,000	\$850,000	\$1,080,910		\$1,930,910		\$9,084,190	\$6,089	\$9,090,279	\$2.52	
2026	2027	\$5,156,055	\$3,000,000	\$50,000	\$1,058,410		\$1,108,410		\$9,264,465	\$4,799	\$9,269,264	\$2.52	
2027	2028	\$5,150,555	\$3,000,000	\$250,000	\$1,050,910		\$1,300,910		\$9,451,465	\$4,995	\$9,456,460	\$2.52	
2028	2029	\$2,372,430	\$3,000,000	\$3,295,000	\$962,285		\$4,257,285		\$9,629,715	\$5,237	\$9,634,952	\$2.52	
2029	2030	\$3,848,380	\$3,000,000	\$485,000	\$867,785		\$1,352,785		\$8,201,165	\$5,468	\$8,206,633	\$2.11	
2030	2031	\$3,849,880	\$3,000,000	\$510,000	\$842,910		\$1,352,910		\$8,202,790	\$3,697	\$8,206,487	\$2.06	
2031	2032	\$3,845,945	\$3,000,000	\$540,000	\$815,715		\$1,355,715		\$8,201,660	\$3,701	\$8,205,361	\$2.02	
2032	2033	\$3,844,923	\$3,000,000	\$570,000	\$786,023		\$1,356,023		\$8,200,945	\$3,707	\$8,204,652	\$1.98	
2033	2034	\$3,847,904	\$3,000,000	\$600,000	\$754,725		\$1,354,725		\$8,202,629	\$3,711	\$8,206,339	\$1.95	
2034	2035	\$3,850,216	\$3,000,000	\$630,000	\$721,823		\$1,351,823		\$8,202,039	\$3,717	\$8,205,756	\$1.91	
2035	2036	\$3,852,043	\$3,000,000	\$660,000	\$687,315		\$1,347,315		\$8,199,358	\$3,721	\$8,203,078	\$1.87	
2036	2037	\$3,847,675	\$3,000,000	\$705,000	\$650,801		\$1,355,801		\$8,203,476	\$3,722	\$8,207,198	\$1.83	
2037	2038	\$3,841,900	\$3,000,000	\$750,000	\$611,880		\$1,361,880		\$8,203,780	\$3,732	\$8,207,512	\$1.80	
2038	2039		\$3,000,000	\$2,030,000	\$547,665		\$2,577,665		\$5,577,665	\$3,738	\$5,581,403	\$1.20	
2039	2040		\$3,000,000	\$2,120,000	\$457,403		\$2,577,403		\$5,577,403	\$535	\$5,577,938	\$1.17	
2040	2041		\$3,000,000	\$2,210,000	\$363,225		\$2,573,225		\$5,573,225	\$537	\$5,573,762	\$1.15	
2041	2042		\$3,000,000	\$2,310,000	\$264,915		\$2,574,915		\$5,574,915	\$534	\$5,575,449	\$1.13	
2042	2043		\$3,000,000	\$2,415,000	\$162,146		\$2,577,146		\$5,577,146	\$539	\$5,577,685	\$1.11	
2043	2044		\$3,000,000	\$2,520,000	\$54,810		\$2,574,810		\$5,574,810	\$544	\$5,575,354	\$1.08	
2044	2045		\$3,000,000						\$3,000,000	\$544	\$3,000,544	\$0.57	
2045	2046									\$0	\$0		
			\$61,727,695	\$60,000,000	\$28,000,000	\$14,365,523	(\$520,046)	\$41,845,476	\$0	\$163,573,171	\$63,268	\$163,636,440	IMPACT= \$0.51 (D)

(A) Additional levy may be used to offset future debt service levy.
 (B) State aid based on incremental expenditure change vs. base year (Fiscal Year 2023-24) at the following aid level (2023-24 Oct. 15 Cert.):
 Tertiary Aid Percentage..... -0.12%
 (C) Mill rate based on 2023 Equalized Valuation (TID-OUT) of \$3,461,097,090 with annual growth of 2.00% thereafter.
 (D) Impact represents the hypothetical change in mill rate for referendum approved debt and operational levies over the 2023-24 mill rate of \$2.01.

Referendum Financing Illustration



*Assumes \$28,000,000 debt referendum amortized over a total of 20 years.

**Escalating recurring operational referendum: \$1,000,000 in 2024-25; \$2,000,000 in 2025-26; \$3,000,000 in 2026-27 and thereafter.

Financing Timeline & Participants

<u>Tentative</u> Date and Activity		Admin	Board	Baird	Bond Counsel	Rating Agency	Dis. Counsel
Ongoing	Baird and District Administration discuss plan	X		X			
Thursday, April 25, 2024	Bond Rating Conference Call	X		X		X	
Late April to Early May 2024	Disclosure Counsel Conference Call	X		X			X
Wednesday, May 8, 2024	Receive Bond Rating	X		X		X	
Monday, May 13, 2024	Finance & Facilities Committee: Review Referendum Financing Plan	X	X	X			
Week of May 13, 2024	Agenda Language to District for May 20 th Board Meeting	X			X		
Monday, May 20, 2024	Board Meeting Action Item: Adopt Parameters Resolution	X	X	X	X		
Mid to Late May 2024	Begin Marketing Notes	X		X			
To be Determined	Lock in Final Interest Rates on Notes	X		X			
Same Day as Lock In Final Rates	District signs Approving Certificate	X		X	X		
To be Determined (Approx. 3 weeks after Lock In Final Rates)	Closing; Funds wired to District's Project Fund	X		X	X		

RESOLUTION NO. _____

RESOLUTION ESTABLISHING PARAMETERS FOR THE
SALE OF NOT TO EXCEED \$28,000,000 GENERAL
OBLIGATION PROMISSORY NOTES

WHEREAS, on December 11, 2023, the School Board of the School District of River Falls, Pierce and St. Croix Counties, Wisconsin (the "District") adopted an initial resolution (the "Initial Resolution") authorizing the issuance of general obligation bonds in an amount not to exceed \$28,000,000 for the public purpose of paying the cost of a school building and facility improvement project consisting of: district-wide safety, security, building systems, grounds and infrastructure improvements; construction of a bus and vehicle maintenance shop and related facilities; construction of an addition for a multi-purpose indoor facility and renovations at the High School; and acquisition of furnishings, fixtures and equipment (the "Project");

WHEREAS, on December 11, 2023, the School Board also adopted a resolution providing for a referendum election (the "Referendum") on the proposition of whether the Initial Resolution should be approved;

WHEREAS, the Referendum was held on February 20, 2024 in the District in which 2,289 votes were cast "YES" for approval and 2,231 votes were cast "NO" for rejection of the Initial Resolution;

WHEREAS, the Board of Canvassers duly reported the aforesaid results to the District Clerk who has made said results public;

WHEREAS, the School Board hereby finds and determines that the Project is within the District's power to undertake and therefore serves a "public purpose" as that term is defined in Section 67.04(1)(b), Wisconsin Statutes;

WHEREAS, school districts are authorized by the provisions of Section 67.12(12), Wisconsin Statutes, to borrow money and issue general obligation promissory notes for such public purposes;

WHEREAS, the provisions of Section 67.12(12)(e)2, Wisconsin Statutes, provide that if the purpose and amount of a borrowing have been approved by the electors, general obligation promissory notes may be issued without any additional approval by the electors;

WHEREAS, it is the finding of the School Board that it is necessary, desirable and in the best interest of the District to issue and sell the general obligation promissory notes authorized by the Initial Resolution and the Referendum (the "Notes") to Robert W. Baird & Co. Incorporated (the "Purchaser");

WHEREAS, the Purchaser intends to submit a note purchase proposal to the District (the "Proposal") offering to purchase the Notes in accordance with the terms and conditions to be set forth in the Proposal; and

WHEREAS, in order to facilitate the sale of the Notes to the Purchaser in a timely manner, the School Board hereby finds and determines that it is necessary, desirable and in the best interest of the District to delegate to the District Administrator and the Director of Finance and Facilities (the "Authorized Officers") of the District the authority to accept the Proposal on behalf of the District so long as the Proposal meets the terms and conditions set forth in this Resolution by executing a certificate in substantially the form attached hereto as Exhibit A and incorporated herein by this reference (the "Approving Certificate").

NOW, THEREFORE, BE IT RESOLVED by the School Board of the District that:

Section 1. Sale of the Notes; Parameters. For the purpose of paying the cost of the Project, there shall be borrowed pursuant to Section 67.12(12), Wisconsin Statutes, the aggregate principal sum of not to exceed TWENTY-EIGHT MILLION DOLLARS (\$28,000,000) from the Purchaser upon the terms and subject to the conditions set forth in this Resolution. Subject to satisfaction of the condition set forth in Section 15 of this Resolution, the District President and District Clerk are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the District, the Notes aggregating the principal amount of not to exceed TWENTY-EIGHT MILLION DOLLARS (\$28,000,000). The purchase price to be paid to the District for the Notes shall not be less than 98.00% of the principal amount of the Notes and the difference between the initial public offering price of the Notes provided by the Purchaser and the purchase price to be paid to the District by the Purchaser shall not exceed 2.00% of the principal amount of the Notes, with an amount not to exceed 1.14% of the principal amount of the Notes representing the Purchaser's compensation and an amount not to exceed 0.86% of the principal amount of the Notes representing costs of issuance, including bond insurance premium (if any), payable by the Purchaser or the District.

Section 2. Terms of the Notes. The Notes shall be designated "General Obligation Promissory Notes"; shall be issued in the aggregate principal amount of up to \$28,000,000; shall be dated as of their date of issuance; shall be in the denomination of \$5,000 or any integral multiple thereof; shall be numbered R-1 and upward; and shall mature or be subject to mandatory redemption on the dates and in the principal amounts set forth below, provided that the principal amount of each maturity or mandatory redemption amount may be increased or decreased by up to \$2,800,000 per maturity or mandatory redemption amount; that a maturity or mandatory redemption payment may be eliminated if the amount of such maturity or mandatory redemption payment set forth in the schedule below is less than or equal to \$2,800,000; and that the aggregate principal amount of the Notes shall not exceed \$28,000,000. The schedule below assumes the Notes are issued in the aggregate principal amount of \$28,000,000.

<u>Date</u>	<u>Principal Amount</u>
April 1, 2025	\$4,700,000
April 1, 2026	825,000
April 1, 2027	100,000
April 1, 2028	100,000
April 1, 2029	2,305,000
April 1, 2030	910,000
April 1, 2031	955,000
April 1, 2032	1,005,000

<u>Date</u>	<u>Principal Amount</u>
April 1, 2033	\$1,065,000
April 1, 2034	1,120,000
April 1, 2035	1,185,000
April 1, 2036	1,250,000
April 1, 2037	1,315,000
April 1, 2038	1,390,000
April 1, 2039	1,460,000
April 1, 2040	1,520,000
April 1, 2041	1,590,000
April 1, 2042	1,660,000
April 1, 2043	1,735,000
April 1, 2044	1,810,000

Interest shall be payable semi-annually on April 1 and October 1 of each year commencing on April 1, 2025, or on such other date approved by the Authorized Officers in the Approving Certificate. The true interest cost on the Notes (computed taking the Purchaser's compensation into account) shall not exceed 5.25%. Interest shall be computed upon the basis of a 360-day year of twelve 30-day months and will be rounded pursuant to the rules of the Municipal Securities Rulemaking Board.

Section 3. Redemption Provisions. The Notes shall not be subject to optional redemption or shall be callable as set forth in the Approving Certificate. If the Proposal specifies that certain of the Notes shall be subject to mandatory redemption, the terms of such mandatory redemption shall be set forth in an attachment to the Approving Certificate labeled as Schedule MRP. Upon the optional redemption of any of the Notes subject to mandatory redemption, the principal amount of such Notes so redeemed shall be credited against the mandatory redemption payments established in the Approving Certificate in such manner as the District shall direct.

Section 4. Form of the Notes. The Notes shall be issued in registered form and shall be executed and delivered in substantially the form attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Tax Provisions.

(A) Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the District are hereby irrevocably pledged, and there is hereby levied upon all of the taxable property of the District a direct annual irrepealable tax in the years 2024 through 2043 for the payments due in the years 2025 through 2044 in such amounts as are sufficient to meet the principal and interest payments when due.

(B) Tax Collection. So long as any part of the principal of or interest on the Notes remains unpaid, the District shall be and continue without power to repeal such levy or obstruct the collection of said tax until all such payments have been made or provided for. After the issuance of the Notes, said tax shall be, from year to year, carried onto the tax roll of the

District and collected in addition to all other taxes and in the same manner and at the same time as other taxes of the District for said years are collected, except that the amount of tax carried onto the tax roll may be reduced in any year by the amount of any surplus money in the Debt Service Fund Account created below.

(C) Additional Funds. If at any time there shall be on hand insufficient funds from the aforesaid tax levy to meet principal and/or interest payments on said Notes when due, the requisite amounts shall be paid from other funds of the District then available, which sums shall be replaced upon the collection of the taxes herein levied.

(D) Appropriation. To the extent necessary, if any, the District hereby appropriates from taxes levied in anticipation of the issuance of the Notes, proceeds of the Notes or other funds of the District on hand a sum sufficient to be irrevocably deposited in the segregated Debt Service Fund Account created below and used to pay interest on the Notes coming due in 2024, if any, as may be set forth in an attachment to the Approving Certificate labeled as Schedule III.

Section 6. Segregated Debt Service Fund Account.

(A) Creation and Deposits. There shall be and there hereby is established in the treasury of the District, if one has not already been created, a debt service fund, separate and distinct from every other fund, which shall be maintained in accordance with generally accepted accounting principles. Debt service or sinking funds established for obligations previously issued by the District may be considered as separate and distinct accounts within the debt service fund.

Within the debt service fund, there hereby is established a separate and distinct account designated as the "Debt Service Fund Account for General Obligation Promissory Notes - 2024" (the "Debt Service Fund Account") and such account shall be maintained until the indebtedness evidenced by the Notes is fully paid or otherwise extinguished. There shall be deposited into the Debt Service Fund Account (i) all accrued interest received by the District at the time of delivery of and payment for the Notes; (ii) any premium which may be received by the District above the par value of the Notes and accrued interest thereon; (iii) all money raised by the taxes herein levied and any amounts appropriated for the specific purpose of meeting principal of and interest on the Notes when due; (iv) such other sums as may be necessary at any time to pay principal of and interest on the Notes when due; (v) surplus monies in the Borrowed Money Fund as specified below; and (vi) such further deposits as may be required by Section 67.11, Wisconsin Statutes.

(B) Use and Investment. No money shall be withdrawn from the Debt Service Fund Account and appropriated for any purpose other than the payment of principal of and interest on the Notes until all such principal and interest has been paid in full and the Notes canceled; provided (i) the funds to provide for each payment of principal of and interest on the Notes prior to the scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Notes may be used to

reduce the next succeeding tax levy, or may, at the option of the District, be invested by purchasing the Notes as permitted by and subject to Section 67.11(2)(a), Wisconsin Statutes, or in permitted municipal investments under the pertinent provisions of the Wisconsin Statutes ("Permitted Investments"), which investments shall continue to be a part of the Debt Service Fund Account. Any investment of the Debt Service Fund Account shall at all times conform with the provisions of the Internal Revenue Code of 1986, as amended (the "Code") and any applicable Treasury Regulations (the "Regulations").

(C) Remaining Monies. When all of the Notes have been paid in full and canceled, and all Permitted Investments disposed of, any money remaining in the Debt Service Fund Account shall be transferred and deposited in the general fund of the District, unless the School Board directs otherwise.

Section 7. Proceeds of the Notes; Segregated Borrowed Money Fund. The proceeds of the Notes (the "Note Proceeds") (other than any premium and accrued interest which must be paid at the time of the delivery of the Notes into the Debt Service Fund Account created above) shall be deposited into a special fund (the "Borrowed Money Fund") separate and distinct from all other funds of the District and disbursed solely for the purpose or purposes for which borrowed. Monies in the Borrowed Money Fund may be temporarily invested in Permitted Investments. Any monies, including any income from Permitted Investments, remaining in the Borrowed Money Fund after the purpose or purposes for which the Notes have been issued have been accomplished, and, at any time, any monies as are not needed and which obviously thereafter cannot be needed for such purpose(s) shall be deposited in the Debt Service Fund Account.

Section 8. No Arbitrage. All investments made pursuant to this Resolution shall be Permitted Investments, but no such investment shall be made in such a manner as would cause the Notes to be "arbitrage bonds" within the meaning of Section 148 of the Code or the Regulations and an officer of the District, charged with the responsibility for issuing the Notes, shall certify as to facts, estimates, circumstances and reasonable expectations in existence on the date of delivery of the Notes to the Purchaser which will permit the conclusion that the Notes are not "arbitrage bonds," within the meaning of the Code or Regulations.

Section 9. Compliance with Federal Tax Laws. (a) The District represents and covenants that the projects financed by the Notes and the ownership, management and use of the projects will not cause the Notes to be "private activity bonds" within the meaning of Section 141 of the Code. The District further covenants that it shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Notes including, if applicable, the rebate requirements of Section 148(f) of the Code. The District further covenants that it will not take any action, omit to take any action or permit the taking or omission of any action within its control (including, without limitation, making or permitting any use of the proceeds of the Notes) if taking, permitting or omitting to take such action would cause any of the Notes to be an arbitrage bond or a private activity bond within the meaning of the Code or would otherwise cause interest on the Notes to be included in the gross income of the recipients thereof for federal income tax purposes. The District Clerk or other officer of the District charged with the responsibility of issuing the Notes shall provide an appropriate

certificate of the District certifying that the District can and covenanting that it will comply with the provisions of the Code and Regulations.

(b) The District also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Notes provided that in meeting such requirements the District will do so only to the extent consistent with the proceedings authorizing the Notes and the laws of the State of Wisconsin and to the extent that there is a reasonable period of time in which to comply.

Section 10. Execution of the Notes; Closing; Professional Services. The Notes shall be issued in printed form, executed on behalf of the District by the manual or facsimile signatures of the District President and District Clerk, authenticated, if required, by the Fiscal Agent (defined below), sealed with its official or corporate seal, if any, or a facsimile thereof, and delivered to the Purchaser upon payment to the District of the purchase price thereof, plus accrued interest to the date of delivery (the "Closing"). The facsimile signature of either of the officers executing the Notes may be imprinted on the Notes in lieu of the manual signature of the officer but, unless the District has contracted with a fiscal agent to authenticate the Notes, at least one of the signatures appearing on each Note shall be a manual signature. In the event that either of the officers whose signatures appear on the Notes shall cease to be such officers before the Closing, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until the Closing. The aforesaid officers are hereby authorized and directed to do all acts and execute and deliver the Notes and all such documents, certificates and acknowledgements as may be necessary and convenient to effectuate the Closing. The District hereby authorizes the officers and agents of the District to enter into, on its behalf, agreements and contracts in conjunction with the Notes, including but not limited to agreements and contracts for legal, trust, fiscal agency, disclosure and continuing disclosure, and rebate calculation services. Any such contract heretofore entered into in conjunction with the issuance of the Notes is hereby ratified and approved in all respects.

Section 11. Payment of the Notes; Fiscal Agent. The principal of and interest on the Notes shall be paid by Associated Trust Company, National Association, Green Bay, Wisconsin, which is hereby appointed as the District's registrar and fiscal agent pursuant to the provisions of Section 67.10(2), Wisconsin Statutes (the "Fiscal Agent"). The District hereby authorizes the District President and District Clerk or other appropriate officers of the District to enter into a Fiscal Agency Agreement between the District and the Fiscal Agent. Such contract may provide, among other things, for the performance by the Fiscal Agent of the functions listed in Wis. Stats. Sec. 67.10(2)(a) to (j), where applicable, with respect to the Notes.

Section 12. Persons Treated as Owners; Transfer of Notes. The District shall cause books for the registration and for the transfer of the Notes to be kept by the Fiscal Agent. The person in whose name any Note shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes and payment of either principal or interest on any Note shall be made only to the registered owner thereof. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Note to the extent of the sum or sums so paid.

Any Note may be transferred by the registered owner thereof by surrender of the Note at the office of the Fiscal Agent, duly endorsed for the transfer or accompanied by an assignment

duly executed by the registered owner or his attorney duly authorized in writing. Upon such transfer, the District President and District Clerk shall execute and deliver in the name of the transferee or transferees a new Note or Notes of a like aggregate principal amount, series and maturity and the Fiscal Agent shall record the name of each transferee in the registration book. No registration shall be made to bearer. The Fiscal Agent shall cancel any Note surrendered for transfer.

The District shall cooperate in any such transfer, and the District President and District Clerk are authorized to execute any new Note or Notes necessary to effect any such transfer.

Section 13. Record Date. The 15th day of the calendar month next preceding each interest payment date shall be the record date for the Notes (the "Record Date"). Payment of interest on the Notes on any interest payment date shall be made to the registered owners of the Notes as they appear on the registration book of the District at the close of business on the Record Date.

Section 14. Utilization of The Depository Trust Company Book-Entry-Only System. In order to make the Notes eligible for the services provided by The Depository Trust Company, New York, New York ("DTC"), the District agrees to the applicable provisions set forth in the Blanket Issuer Letter of Representations, which the District Clerk or other authorized representative of the District is authorized and directed to execute and deliver to DTC on behalf of the District to the extent an effective Blanket Issuer Letter of Representations is not presently on file in the District Clerk's office.

Section 15. Condition on Issuance and Sale of the Notes. The issuance of the Notes and the sale of the Notes to the Purchaser are subject to approval by the Authorized Officers of the principal amount, definitive maturities, redemption provisions, interest rates and purchase price for the Notes, which approval shall be evidenced by execution by the Authorized Officers of the Approving Certificate.

The Notes shall not be issued, sold or delivered until this condition is satisfied. Upon satisfaction of this condition, the Authorized Officers are authorized to execute a Proposal with the Purchaser providing for the sale of the Notes to the Purchaser.

Section 16. Official Statement. The School Board hereby directs the Authorized Officers to approve the Preliminary Official Statement with respect to the Notes and deem the Preliminary Official Statement as "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the "Rule"). All actions taken by the Authorized Officers or other officers of the District in connection with the preparation of such Preliminary Official Statement and any addenda to it or final Official Statement are hereby ratified and approved. In connection with the Closing, the appropriate District official shall certify the Preliminary Official Statement and any addenda or final Official Statement. The District Clerk shall cause copies of the Preliminary Official Statement and any addenda or final Official Statement to be distributed to the Purchaser.

Section 17. Undertaking to Provide Continuing Disclosure. The District hereby covenants and agrees, for the benefit of the owners of the Notes, to enter into a written undertaking (the "Undertaking") if required by the Rule to provide continuing disclosure of certain financial information and operating data and timely notices of the occurrence of certain events in accordance with the Rule. The Undertaking shall be enforceable by the owners of the Notes or by the Purchaser on behalf of such owners (provided that the rights of the owners and the Purchaser to enforce the Undertaking shall be limited to a right to obtain specific performance of the obligations thereunder and any failure by the District to comply with the provisions of the Undertaking shall not be an event of default with respect to the Notes).

To the extent required under the Rule, the District President and District Clerk, or other officer of the District charged with the responsibility for issuing the Notes, shall provide a Continuing Disclosure Certificate for inclusion in the transcript of proceedings, setting forth the details and terms of the District's Undertaking.

Section 18. Record Book. The District Clerk shall provide and keep the transcript of proceedings as a separate record book (the "Record Book") and shall record a full and correct statement of every step or proceeding had or taken in the course of authorizing and issuing the Notes in the Record Book.

Section 19. Bond Insurance. If the Purchaser determines to obtain municipal bond insurance with respect to the Notes, the officers of the District are authorized to take all actions necessary to obtain such municipal bond insurance. The District President and District Clerk are authorized to agree to such additional provisions as the bond insurer may reasonably request and which are acceptable to the District President and District Clerk including provisions regarding restrictions on investment of Note proceeds, the payment procedure under the municipal bond insurance policy, the rights of the bond insurer in the event of default and payment of the Notes by the bond insurer and notices to be given to the bond insurer. In addition, any reference required by the bond insurer to the municipal bond insurance policy shall be made in the form of Note provided herein.

Section 20. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the School Board or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted, approved and recorded May 20, 2024.

Stacy Johnson Myers
District President

ATTEST:

Lindsey Curtis
District Clerk

(SEAL)

EXHIBIT A
Approving Certificate

(See Attached)

COPY

APPROVING CERTIFICATE

The undersigned District Administrator and Director of Finance and Facilities of the School District of River Falls, Pierce and St. Croix Counties, Wisconsin (the "District"), hereby certify that:

1. Resolution. On May 20, 2024, the School Board of the District adopted a resolution (the "Resolution") establishing parameters for the sale of not to exceed \$28,000,000 General Obligation Promissory Notes of the District (the "Notes") to Robert W. Baird & Co. Incorporated (the "Purchaser") and delegating to us the authority to approve the Preliminary Official Statement, to approve the purchase proposal for the Notes, and to determine the details for the Notes within the parameters established by the Resolution.

2. Preliminary Official Statement. The Preliminary Official Statement with respect to the Notes is hereby approved and deemed "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934.

3. Proposal; Terms of the Notes. On the date hereof, the Purchaser offered to purchase the Notes in accordance with the terms set forth in the Note Purchase Agreement between the District and the Purchaser attached hereto as Schedule I (the "Proposal"). The Proposal meets the parameters established by the Resolution and is hereby approved and accepted.

The Notes shall be issued in the aggregate principal amount of \$_____, which is not more than the \$28,000,000 approved by the Resolution, and shall mature on April 1 of the years and in the amounts and shall bear interest at the rates per annum as set forth in the Pricing Summary attached hereto as Schedule II and incorporated herein by this reference. The amount of each annual principal or mandatory redemption payment due on the Notes is not more than \$2,800,000 more or less per maturity or mandatory redemption amount than the schedule included in the Resolution as set forth below:

<u>Date</u>	<u>Resolution Schedule</u>	<u>Actual Amount</u>
April 1, 2025	\$4,700,000	\$ _____
April 1, 2026	825,000	_____
April 1, 2027	100,000	_____
April 1, 2028	100,000	_____
April 1, 2029	2,305,000	_____
April 1, 2030	910,000	_____
April 1, 2031	955,000	_____
April 1, 2032	1,005,000	_____
April 1, 2033	1,065,000	_____
April 1, 2034	1,120,000	_____
April 1, 2035	1,185,000	_____
April 1, 2036	1,250,000	_____
April 1, 2037	1,315,000	_____

<u>Date</u>	<u>Resolution Schedule</u>	<u>Actual Amount</u>
April 1, 2038	\$1,390,000	\$ _____
April 1, 2039	1,460,000	_____
April 1, 2040	1,520,000	_____
April 1, 2041	1,590,000	_____
April 1, 2042	1,660,000	_____
April 1, 2043	1,735,000	_____
April 1, 2044	1,810,000	_____

The true interest cost on the Notes (computed taking the Purchaser's compensation into account) is _____%, which is not in excess of 5.25%, as required by the Resolution.

4. Purchase Price of the Notes. The Notes shall be sold to the Purchaser in accordance with the terms of the Proposal at a price of \$ _____, plus accrued interest, if any, to the date of delivery of the Notes, which is not less than 98.00% of the principal amount of the Notes, as required by the Resolution.

The difference between the initial public offering price of the Notes provided by the Purchaser (\$ _____) and the purchase price to be paid to the District by the Purchaser (\$ _____) is \$ _____, or _____% of the principal amount of the Notes, which does not exceed 2.00% of the principal amount of the Notes. The portion of such amount representing Purchaser's compensation is \$ _____, or not more than 1.14% of the principal amount of the Notes. The amount representing costs of issuance [to be paid by the District] is \$ _____, which does not exceed 0.86% of the principal amount of the Notes.

5. Redemption Provisions of the Notes. [The Notes are not subject to optional redemption.] [The Notes maturing on April 1, _____ and thereafter are subject to redemption prior to maturity, at the option of the District, on April 1, _____ or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, from maturities selected by the District, and within each maturity, by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.] [The Proposal specifies that [some of] the Notes are subject to mandatory redemption. The terms of such mandatory redemption are set forth in an attachment hereto as Schedule MRP and incorporated herein by this reference. Upon the optional redemption of any of the Notes subject to mandatory redemption, the principal amount of such Notes so redeemed shall be credited against the mandatory redemption payments established in Schedule MRP for such Notes in such manner as the District shall direct.]

6. Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same respectively falls due, the full faith, credit and taxing powers of the District have been irrevocably pledged and there has been levied on all of the taxable property in the District, pursuant to the Resolution, a direct, annual irrepealable tax in an amount and at the times sufficient for said purpose. Such tax shall be for the years and in the amounts set forth on the debt service schedule attached hereto as Schedule III.

7. Approval. This Certificate constitutes our approval of the Proposal, and the principal amount, definitive maturities, interest rates, purchase price and redemption provisions for the Notes and the direct annual irrevocable tax levy to repay the Notes, in satisfaction of the parameters set forth in the Resolution.

IN WITNESS WHEREOF, we have executed this Certificate on _____, 2024 pursuant to the authority delegated to us in the Resolution.

Jamie Benson
District Administrator

Lynette Coy
Director of Finance and Facilities

COPY

SCHEDULE I TO APPROVING CERTIFICATE

Proposal

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

COPY

SCHEDULE II TO APPROVING CERTIFICATE

Pricing Summary

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

COPY

SCHEDULE III TO APPROVING CERTIFICATE

Debt Service Schedule and Irrepealable Tax Levies

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

COPY

[SCHEDULE MRP TO APPROVING CERTIFICATE

Mandatory Redemption Provision

The Notes due on April 1, _____, _____ and _____ (the "Term Bonds") are subject to mandatory redemption prior to maturity by lot (as selected by the Depository) at a redemption price equal to One Hundred Percent (100%) of the principal amount to be redeemed plus accrued interest to the date of redemption, from debt service fund deposits which are required to be made in amounts sufficient to redeem on April 1 of each year the respective amount of Term Bonds specified below:

For the Term Bonds Maturing on April 1, 20_____

<u>Redemption Date</u>	<u>Amount</u>
_____	\$ _____
_____	_____
_____	_____ (maturity)

For the Term Bonds Maturing on April 1, 20_____

<u>Redemption Date</u>	<u>Amount</u>
_____	\$ _____
_____	_____
_____	_____ (maturity)

For the Term Bonds Maturing on April 1, 20_____

<u>Redemption Date</u>	<u>Amount</u>
_____	\$ _____
_____	_____
_____	_____ (maturity)

For the Term Bonds Maturing on April 1, 20_____

<u>Redemption Date</u>	<u>Amount</u>
_____	\$ _____
_____	_____
_____	_____ (maturity)]

EXHIBIT B

(Form of Note)

REGISTERED	UNITED STATES OF AMERICA	DOLLARS
	STATE OF WISCONSIN	
	PIERCE AND ST. CROIX COUNTIES	
NO. R-____	SCHOOL DISTRICT OF RIVER FALLS	\$_____
	GENERAL OBLIGATION PROMISSORY NOTE	

MATURITY DATE:	ORIGINAL DATE OF ISSUE:	INTEREST RATE:	CUSIP:
April 1, _____	_____, _____	_____%	_____

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: _____ THOUSAND DOLLARS
(\$_____)

FOR VALUE RECEIVED, the School District of River Falls, Pierce and St. Croix Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions set forth herein regarding redemption prior to maturity. Interest shall be payable semi-annually on April 1 and October 1 of each year commencing on [April 1, 2025] until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable to the registered owner in lawful money of the United States. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by Associated Trust Company, National Association, Green Bay, Wisconsin (the "Fiscal Agent") or any successor thereto at the close of business on the 15th day of the calendar month next preceding each interest payment date (the "Record Date"). This Note is payable as to principal upon presentation and surrender hereof at the office of the Fiscal Agent.

For the prompt payment of this Note together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

This Note is one of an issue of Notes aggregating the principal amount of \$_____, all of which are of like tenor, except as to denomination, interest rate[, redemption provision] and maturity date, issued by the District pursuant to the provisions of Section 67.12(12), Wisconsin Statutes, for the public purpose of paying the cost of a school building and facility improvement project consisting of: district-wide safety, security, building systems, grounds and

infrastructure improvements; construction of a bus and vehicle maintenance shop and related facilities; construction of an addition for a multi-purpose indoor facility and renovations at the High School; and acquisition of furnishings, fixtures and equipment, as authorized by resolutions adopted on December 11, 2023 and May 20, 2024, as supplemented by an Approving Certificate, dated _____, 2024 [(the "Approving Certificate")] (collectively, the "Resolutions"). The electors of the District approved the amount and purpose of the borrowing at a referendum election held on February 20, 2024. Said Resolutions are recorded in the official minutes of the School Board for said dates.

[This Note is not subject to optional redemption.]

[The Notes maturing on April 1, _____ and thereafter are subject to redemption prior to maturity, at the option of the District, on April 1, _____ or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, from maturities selected by the District, and within each maturity, by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.]

[The Notes maturing in the years _____ are subject to mandatory redemption by lot as provided in the Approving Certificate, at the redemption price of par plus accrued interest to the date of redemption and without premium.]

[In the event the Notes are redeemed prior to maturity, as long as the Notes are in book-entry-only form, official notice of the redemption will be given by mailing a notice by registered or certified mail, overnight express delivery, facsimile transmission, electronic transmission or in any other manner required by the Depository, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all of the Notes of a maturity are to be called for redemption, the Notes of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Notes called for redemption, CUSIP numbers, and the date of redemption. Any notice provided as described herein shall be conclusively presumed to have been duly given, whether or not the registered owner receives the notice. The Notes shall cease to bear interest on the specified redemption date provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Notes shall no longer be deemed to be outstanding.]

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Note and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrevocable tax has been levied sufficient to pay this Note, together with the interest thereon, when and as payable.

This Note is transferable only upon the books of the District kept for that purpose at the office of the Fiscal Agent, only in the event that the Depository does not continue to act as depository for the Notes, and the District appoints another depository, upon surrender of the Note to the Fiscal Agent, by the registered owner in person or his duly authorized attorney, together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new fully registered Note in the same aggregate principal amount shall be issued to the new depository in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The Fiscal Agent shall not be obliged to make any transfer of the Notes [(i)] after the Record Date[, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of any proposed redemption of the Notes, or (iii) with respect to any particular Note, after such Note has been called for redemption]. The Fiscal Agent and District may treat and consider the Depository in whose name this Note is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever. The Notes are issuable solely as negotiable, fully-registered Notes without coupons in the denomination of \$5,000 or any integral multiple thereof.

This Note shall not be valid or obligatory for any purpose until the Certificate of Authentication hereon shall have been signed by the Fiscal Agent.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

IN WITNESS WHEREOF, the School District of River Falls, Pierce and St. Croix Counties, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the manual or facsimile signatures of its duly qualified District President and District Clerk; and to be sealed with its official or corporate seal, if any, all as of the original date of issue specified above.

SCHOOL DISTRICT OF RIVER FALLS
PIERCE AND ST. CROIX COUNTIES,
WISCONSIN

By: _____
Stacy Johnson Myers
District President

(SEAL)

By: _____
Lindsey Curtis
District Clerk

Date of Authentication: _____, _____.

CERTIFICATE OF AUTHENTICATION

This Note is one of the Notes of the issue authorized by the within-mentioned Resolutions of the School District of River Falls, Pierce and St. Croix Counties, Wisconsin.

ASSOCIATED TRUST COMPANY,
NATIONAL ASSOCIATION,
GREEN BAY, WISCONSIN

By _____
Authorized Signatory

COPY

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

(Name and Address of Assignee)

(Social Security or other Identifying Number of Assignee)

the within Note and all rights thereunder and hereby irrevocably constitutes and appoints _____, Legal Representative, to transfer said Note on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

Signature Guaranteed:

(e.g. Bank, Trust Company
or Securities Firm)

(Depository or Nominee Name)

NOTICE: This signature must correspond with the name of the Depository or Nominee Name as it appears upon the face of the within Note in every particular, without alteration or enlargement or any change whatever.

(Authorized Officer)



PMA[®]

WISC & PMA's Bond Proceeds Management Program



SCHOOL DISTRICT OF
River Falls

Presentation By:
Josh Barbian
PMA Securities, LLC

84

May 13, 2024



PMA Overview

Serving the Public Sector for 40 Years

- PMA Financial Network has been a leading provider of financial services to public entities since 1984

The PMA Companies (under common ownership)

- PMA Financial Network
- PMA Asset Management (SEC registered investment advisor)
- PMA Securities (Registered broker-dealer and municipal advisor member (FINRA and SIPC))

PMA Statistics

- Work almost exclusively with public funds
- The PMA companies collectively has over 170 employees to meet the ongoing needs of our clients

Over \$46B in Assets Under Administration as of 03/31/2024*

- PMA Asset Management has over \$28.5B in investment advisory assets under management (as of 03/31/24)

*Total assets under administration include both money market pool assets for which the PMA Companies serve as fund administrator/accountant, marketer/distributor, fixed income program provider (brokerage services), and/or investment advisory, or separate institutional accounts.



Wisconsin Investment Series Cooperative (WISC)

WISC is a local government investment pool open to Wisconsin public entities including school districts, municipalities, counties and technical colleges.



Eligibility

Intergovernmental Agreement established in 1988

Only for Wisconsin Public Entities



By the Numbers

Governing board consists of (10) public entity representatives

Currently working with over 300 Wisconsin Public Entities



Service Programs

Bond Proceeds Management

Fixed Rate Trading

Cash Flow Management



PMA Bond Proceeds Management (BPM) Overview



PMA's comprehensive suite of BPM services:

- ▶ Monthly transparency and portfolio reporting
- ▶ Competitive bidding of investments –inclusive of local banks
- ▶ Reliable interest earnings projections
- ▶ Spend-down requirement status



...allow issuers to:

- ▶ Optimize investment return
- ▶ Track actual expenditures versus projections
- ▶ Monitor arbitrage rebate liability
- ▶ Remain compliant with arbitrage, IRS regulations, existing policies, as well as state and federal statutes



Client Reporting Example - \$28,000,000 Bond Issue

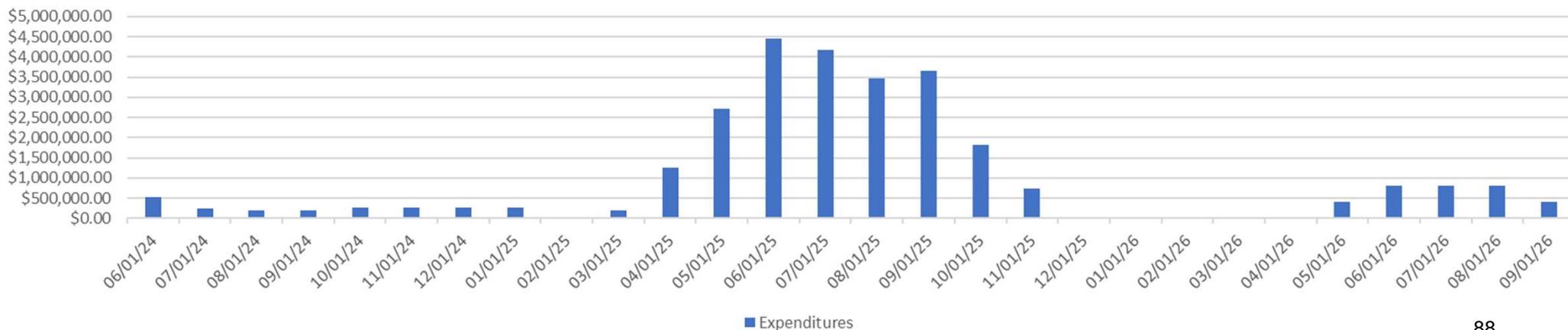
Arbitrage Rebate Liability Projections

2-Year Exception - Regulatory Requirement			Projected Spends		Meets Regulatory Requirement?
Estimated Spend-Down Requirements			Cumulative Expenses		(Must Meet All)
12/10/24	10%	\$2,973,630.64	6%	\$1,711,000.00	NO
06/10/25	45%	\$13,381,337.87	22%	\$6,439,500.00	NO
12/10/25	75%	\$22,302,229.78	83%	\$24,760,000.00	YES
06/10/26	100%	\$29,736,306.38	85%	\$25,165,000.00	NO

Estimated Arbitrage Rebate Liability - 2-Year Spending Exception Example

Weighted Yield Net of Fixed Rate Fee:	4.89%	Current Interest Estimate for Arbitrage Purposes:	\$ 1,736,306.38
Estimated Arbitrage Yield:	4.10%	Maximum Interest Limited by Estimated Arbitrage Yield:	\$ 1,455,505.59
*Potential Arbitrage Rebate Liability:	0.79%	*Potential Arbitrage Rebate Liability:	\$280,800.79

Projected Draw Schedule





Board and Community Transparency Reporting



Project Status Summary

School District - \$17,900,000 Bond Anticipation Note
November 2023

\$15,600,000 for the purpose of paying the cost of a school facility improvement project at the Elementary School; and \$2,300,000 for the purpose of paying the cost of HVAC upgrades, including adding air conditioning at the Middle/High School (the "Projects").

Interest Analysis

Investment Earnings	Budgeted	Cumulative Earnings	% of Budget
Total	\$ 516,994	\$ 379,847	73.5%

Expenditure Analysis

Referendum Projects	Budgeted	Cumulative Expenditures	% Spent
Total	\$ 17,900,000	\$ 11,389,490	63.6%



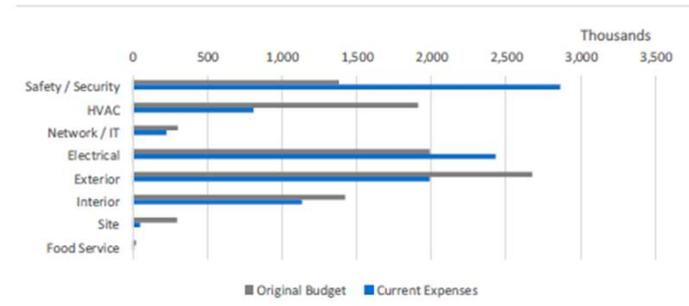
Monthly Referendum Status Report Sample School District

Project Status Summary

School District \$10M Referendum
December 2023

\$10,000,000 for the purpose of paying the costs of capital maintenance projects at the high school, middle school, and intermediate school including replacements and upgrades to mechanical, lighting, roofing, HVAC, electrical and security systems; and equipment acquisition related to said projects.

Project	Original Budget	Current Expenses	Completed %
Safety / Security	\$ 1,380,509	\$ 2,862,944	207%
HVAC	\$ 1,914,057	\$ 808,023	42%
Network / IT	\$ 300,782	\$ 228,900	76%
Electrical	\$ 1,988,208	\$ 2,432,448	122%
Exterior	\$ 2,675,672	\$ 1,991,860	74%
Interior	\$ 1,421,723	\$ 1,132,983	80%
Site	\$ 299,173	\$ 51,821	17%
Food Service	\$ 26,222	\$ 8,282	32%
Total	\$ 10,006,346	\$ 9,517,261	95%





Disclosure

The information contained herein is solely intended to suggest/discuss potentially applicable financing applications and is not intended to be a specific buy/sell recommendation, nor is it an official confirmation of terms. Any terms discussed herein are preliminary until confirmed in a definitive written agreement.

The analysis or information presented herein is based upon hypothetical projections and/or past performance that have certain limitations. No representation is made that it is accurate or complete or that any results indicated will be achieved. In no way is past performance indicative of future results. Changes to any prices, levels, or assumptions contained herein may have a material impact on results. Any estimates or assumptions contained herein represent our best judgment as of the date indicated and are subject to change without notice. Examples are merely representative and are not meant to be all-inclusive.

The information set forth herein was gathered from sources which we believe, but do not guarantee, to be accurate. Neither the information, nor any options expressed, constitute a solicitation by us for purposes of sale or purchase of any securities or commodities. Investment/financing decisions by market participants should not be based on this information.

You should consider certain economic risks (and other legal, tax, and accounting consequences) prior to entering into any type of transaction with PMA Securities, LLC or PMA Financial Network, LLC. It is imperative that any prospective client perform its own research and due diligence, independent of us or our affiliates, to determine suitability of the proposed transaction with respect to the aforementioned potential economic risks and legal, tax, and accounting consequences. Our analyses are not and do not purport to be appraisals of the assets, or business of the District or any other entity. PMA makes no representations as to the actual value which may be received in connection with a transaction nor the legal, tax, or accounting effects of consummating a transaction. PMA cannot be relied upon to provide legal, tax, or accounting advice. You should seek out independent and qualified legal, tax, and accounting advice from outside sources. This information has been prepared for informational and educational purposes and does not constitute a solicitation to purchase or sell securities, which may be done only after client suitability is reviewed and determined.

Securities, public finance and institutional brokerage services are offered through PMA Securities, LLC. PMA Securities, LLC is a broker-dealer and municipal advisor registered with the SEC and MSRB, and is a member of FINRA and SIPC. PMA Asset Management, LLC, an SEC registered investment adviser, provides investment advisory services to local government investment pools. All other products and services are provided by PMA Financial Network, LLC. PMA Financial Network, LLC, PMA Securities, LLC and PMA Asset Management, LLC (collectively "PMA") are under common ownership. Securities and public finance services offered through PMA Securities, LLC are available in CA, CO, FL, IL, IN, IA, MI, MN, MO, NE, NY, OH, OK, PA, SD, TX and WI. This document is not an offer of services available in any state other than those listed above, has been prepared for informational and educational purposes only and does not constitute a solicitation to purchase or sell securities, which may be done only after client suitability is reviewed and determined. All investments mentioned herein may have varying levels of risk, and may not be suitable for every investor. For more information, please visit us at www.pmanetwork.com. For institutional use only.

© 2024 PMA Securities, LLC

RESOLUTION TO PARTICIPATE IN THE FUND

A RESOLUTION AUTHORIZING ENTRY INTO AN INTERGOVERNMENTAL COOPERATION AGREEMENT RELATING TO THE “WISCONSIN INVESTMENT SERIES COOPERATIVE” AND AUTHORIZING PARTICIPATION IN THE INVESTMENT PROGRAMS OF THE FUND

WHEREAS, Wisconsin school districts, technical college districts, cities, villages, counties and towns may invest their monies as authorized by Wisconsin Statutes, Section 66.0603 (1m); and

WHEREAS, Wisconsin Statutes, Section 66.0301 (the “Intergovernmental Cooperation Act”) provides, among other things, that municipalities may contract with other municipalities for the joint exercise of any power or duty required or authorized by law, including investment of their monies; and

WHEREAS, the Wisconsin Investment Series Cooperative (formerly known as the Wisconsin School District Liquid Asset Fund) (the “Fund”) was formed as of June 23, 1988 pursuant to the Intergovernmental Cooperation Act by the adoption of an Intergovernmental Cooperation Agreement relating to the Wisconsin School District Liquid Asset Fund by Oregon School District and Sheboygan Area School District, as the initial participants of the Fund, which Agreement was amended as of July 15, 1994 and July 12, 2002 (the “Intergovernmental Cooperation Agreement”); and

WHEREAS, the Fund is governed by the Wisconsin Investment Series Cooperative Commission (the “Commission”) in accordance with the terms of the Intergovernmental Cooperation Agreement; and

WHEREAS, the Intergovernmental Cooperation Agreement has been presented to this governing body (the “Governing Body”); and

WHEREAS, the Intergovernmental Cooperation Agreement authorizes municipalities to adopt and enter into the Intergovernmental Cooperation Agreement and become participants of the Fund; and

WHEREAS, this Governing Body deems it to be advisable for this Municipality (the “Municipality”) to adopt and enter into the Intergovernmental Cooperation Agreement and become a participant of the Fund for the purpose of exercising jointly with other municipalities the power to invest their monies, so as to enhance the investment earnings accruing to each; and

WHEREAS, this Governing Body deems it to be advisable for this Municipality to make use from time to time, in the discretion of the officials of the Municipality identified in Section 2 of this Resolution, of the Fixed Rate Investment Program available to participants of the Fund; and

WHEREAS, this Governing Body deems it advisable for this Municipality to make use of, from time to time, the services provided by PMA Financial Network, Inc., PMA Securities, Inc., U. S. Bank National Association, and/or their affiliates and successors, in connection with the Municipality’s utilization of the Fund.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Section 1. This Municipality shall join with other Wisconsin municipalities in accordance with the Intergovernmental Cooperation Act by becoming a participant of the Fund and adopting and entering into the Intergovernmental Cooperation Agreement. A copy of the Intergovernmental Cooperation Agreement shall be filed in the minutes of the meeting at which this Resolution was adopted. The President (Chairperson) (Mayor) and the Clerk (Secretary) are authorized to take such actions and execute any and all such documents as they may deem necessary and appropriate to effectuate the entry of this Municipality into the Intergovernmental Cooperation Agreement and to utilize Fund programs through PMA Financial Network, Inc., PMA Securities, LLC. U. S. Bank National Association, and/or their affiliates and successors.

Section 2. This Municipality is authorized to invest its available monies from time to time and to withdraw such monies from time to time in accordance with the provisions of the Intergovernmental Cooperation Agreement, including investment in the fixed-income program of the Fund through the intermediaries PMA Financial Network, LLC and PMA Securities, LLC. The following officers and officials of this Municipality and their respective successors in office each are designated as “Authorized Officials” with full power and authority to effectuate the investment and withdrawal of monies of this Municipality from time to time in accordance with the Intergovernmental Cooperation Agreement and pursuant to the Fixed Rate Investment Program available to participants of the Fund: (List the name(s) and title(s) of the officer(s) and official(s) who will be authorized to invest and withdraw monies in and from the Fund and pursuant to the Fixed Rate Investment Program. You may have any number of Authorized Officials; attach an additional list if necessary.)

Name: _____ Position: _____ Signature: _____

The Clerk (Secretary) shall advise the Commission of any changes in Authorized Officials in accordance with procedures established by the Commission.

Section 3. Members of this Governing Body and officials of this Municipality are authorized to serve as Commissioners of the Commission from time to time if selected as such pursuant to the provisions of the Intergovernmental Cooperation Agreement.

Section 4. This Municipality may open depository accounts, enter into wire transfer agreements, safekeeping agreements, and lockbox agreements, or other applicable or related documents with U. S. Bank National Association, and any other institutions participating in the Fund programs or programs of PMA Financial Network, LLC and PMA Securities, LLC, pursuant to Wisconsin Statutes, Section 34.05, Wisconsin Statutes, Section 120.12(7) (if applicable) and, when directed by one of the Authorized Officials, Wisconsin Statutes, Section 66.0603. PMA Financial Network, LLC and/or PMA Securities, LLC are authorized to act on behalf of this Municipality as its agent with respect to such accounts and agreements.

Section 5. Credit unions, banks, savings banks, trust companies and savings and loan associations authorized to transact business in the State of Wisconsin which qualify as depositories under Wisconsin law and are included on a list approved and maintained for such purpose by the Administrator of the Fund are designated as depositories of this Municipality pursuant to Wisconsin Statutes, Section 120.12(7) (if applicable) and Wisconsin Statutes, Section 34.05. Monies of this Municipality may be deposited in such depositories, from time to time in the discretion of the Authorized Officials, pursuant to the Fixed Rate Investment Program available to participants of the Fund through the intermediary PMA Financial Network, LLC.

It is hereby certified that *(insert name of the Municipality)*

_____ duly adopted the Model Resolution at a duly convened meeting of the Governing Body of the Municipality held on the _____ day of _____, 20____, and that such Resolution is in full force and effect on this date, and that such Resolution has not been modified, amended, or rescinded since its adoption.

Signature of Clerk (Secretary)

Date

It is only necessary to adopt this resolution for the first account (master account) opened by your entity.

Attach original signed Resolution to Master Account Application and mail to:
**PMA Financial Network, LLC • 2135 CityGate Lane, 7th Floor • Naperville , IL
60563 Toll-Free 800.783.4273 • Fax: 630.718.8701**

School District of River Falls
Personnel Committee Meeting Report
Monday, April 29, 2024 - at 6:00 PM District Office
852 E Division Street
River Falls, Wisconsin 54022

The School Board's Personnel Committee meeting was held on Monday, April 29, 2024 at District Office, 852 E Division Street River Falls, Wisconsin 54022. Chair Johnson Myers 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 Stacy Johnson Myers (Chair), Alison Page, and Alan Tuchtenhagen were present. Board members Lindsey Curtis, Bo Hirstein, and Mike Miller were present. Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, and Director of Finance and Facilities Lynette Coy were also present.

1. CALL TO ORDER - 6:00 PM

2. MANNER OF PUBLIC NOTIFICATION OF MEETING

3. HEARING OF VISITORS OR DELEGATIONS-NONE

4. ADJOURNED TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C), WHICH PERMITS CONVENING IN CLOSED SESSION FOR THE PURPOSE OF CONSIDERING THE EMPLOYMENT, PROMOTION, COMPENSATION OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY TO DISCUSS 2024-25 CONTRACT NEGOTIATIONS. ROLL CALL VOTE REQUIRED.

Action: Motion by Tuchtenhagen, second by Page. Roll Call Vote: Tuchtenhagen-Yes, Page-Yes, and Johnson Myers-Yes.

5. RECONVENED INTO OPEN SESSION AT 7:52 PM

6. AFFIRM ACTION TAKEN IN CLOSED SESSION

Action: None, information only.

7. 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.

8. 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, May 13, 2024, 7:00 p.m. (or immediately following Finance & Facilities)
The meeting will be held at the District Office, 852 E. Division Street.

9. ADJOURNED AT 7:54 PM

Stacy Johnson Myers, Personnel Committee Chair

PERSONNEL COMMITTEE CLOSED SESSION REPORT

Monday, April 29, 2024

District Administrative Office Conference Room

6:01 PM

The Personnel Committee convened to executive session at 6:01 PM pursuant to WIS. STAT. SEC. 19.85(1)(c), which permits convening in closed session for the purpose of considering the employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to discuss 2024-25 contract negotiations. Roll call vote required.

Roll call vote: Johnson Myers-Yes, Page-Yes, Tuchtenhagen-Yes.

PRESENT

- Committee Members Alan Tuchtenhagen, Alison Page, and Stacy Johnson Myers.
- Board members Bo Hirstein, Mike Miller, and Linsdey Curtis.
- Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, and Director of Finance and Facilities Lynette Coy

1. DISCUSS 2024-25 CONTRACT NEGOTIATIONS

Contract timelines and goals were discussed.

Action: None, information only.

2. ADJOURNED AT 7:52 PM.

School District of River Falls
Personnel Committee meeting Report

Monday, May 13, 2024 - at 7:00 PM or immediately following the 6:00 PM Finance & Facilities meeting
District Office
852 E Division Street
River Falls, Wisconsin 54022

The School Board's Personnel Committee meeting was held on Monday, May 13, 2024 at District Office 852 E Division Street, River Falls, Wisconsin 54022. Chair Johnson Myers called the meeting to order at 7:44 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) and Alison Page were present. Board members Lindsey Curtis, Bo Hirstein, Monica LaVold, and Mike Miller were present. Superintendent Jamie Benson, Director of Human Resources and Leadership Development David Bell, Director of Academic Services Nate Schurman, and Director of Finance and Facilities Lynette Coy were also present.

1. CALL TO ORDER - 7:44 PM

2. MANNER OF PUBLIC NOTIFICATION OF MEETING

3. HEARING OF VISITORS OR DELEGATIONS-NONE

4. REVIEW REVISIONS TO RIVER FALLS 4 CHILDREN (RF4C) COORDINATOR JOB DESCRIPTION

Becky McAleavy (RF4C Coordinator) and Kai Rodgers (RFPME Principal) reviewed the responsibilities of the RF4C Coordinator and recommended updates to the RF4C Coordinator job description.

Action: Motion by Page, second by Johnson Myers to approve the revised RF4C Coordinator job description including adjustments that were discussed at the meeting. Approved unanimously.

5. CERTIFIED STAFFING UPDATE

The committee discussed the recruitment, selection, and hiring timeline updates.

Action: None, informational only.

6. SEND LETTERS OF APPOINTMENT TO ALL SUPPORT STAFF

Per Section III.2.2.1 Letters of Appointment. The district will issue a letter of appointment before the last student contact day to support staff expected to be needed for the 2024-25 school year.

Action: Motion by Page, second by Johnson Myers to approve sending letters of appointment to all support staff positions. Approved unanimously.

7. 2024-25 HOURLY SUPPORT STAFF SALARY SCHEDULE

The recommended salary schedule will be shared with support staff employees when letters of appointment are shared. The 2024-25 salary schedule reflects a 4.75% per cell increase for the top cell in a group and a 4.12% increase for all other cells.

Action: Motion by Page, second by Johnson Myers to approve 2024-25 Support Staff Salary Schedule. Approved unanimously.

8. 2024-25 BUS DRIVER COLLECTIVE BARGAINING AGREEMENT

The Negotiations Committee recommended the approval of the 2024-25 Bus Driver Collective Bargaining Agreement. The agreement includes a 4.75% per cell increase for the top step for Route and Trip Drivers and a 4.12% increase for all other cells.

Action: Motion by Page, second by Johnson Myers to approve the 2024-25 Driver Collective Bargaining Agreement as presented. Approved unanimously.

9. 2024-25 TEACHER COLLECTIVE BARGAINING AGREEMENT

The Negotiations Committee recommended the approval of the 2024-25 Teacher Collective Bargaining Agreement. The agreement includes a 4.12% per cell increase for each step on the teacher ladder.

Action: Motion by Page, second by Johnson Myers to approve 2024-25 Teacher Collective Bargaining Agreement as presented. Approved unanimously.

10. **UPDATE SUMMER SCHOOL EMPLOYEE HANDBOOK LANGUAGE**

The administrative team recommended employee handbook updates that pertain to the 2024 summer school session.

Action: Motion by Page, second by Johnson Myers to approve employee handbook updates pertaining to 2024 summer school. Approved unanimously.

11. **APPROVE REVISIONS TO COMPUTER WORKSTATION TECHNICIAN, SOFTWARE AND STAFF DEVELOPMENT FACILITATOR, AND SUPERVISOR OF INFORMATION TECHNOLOGY SERVICES JOB DESCRIPTIONS**

The IT department proposed an update in the delegation of duties and responsibilities in the department. These adjustments clarify expectations and respond to recent staffing changes.

Action: Motion by Page, second by Johnson Myers to approve updates to the Computer Workstation Technician, Software and Staff Development Facilitator and Supervisor of Information Technology Services job descriptions.

12. **ADJOURNED TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C), WHICH PERMITS CONVENING IN CLOSED SESSION FOR THE PURPOSE OF CONSIDERING THE EMPLOYMENT, PROMOTION, COMPENSATION OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY, TO DISCUSS 2024-25 ADMINISTRATOR AND SUPERVISOR CONTRACTS. ROLL CALL VOTE REQUIRED.**

Action: Motion by Johnson Myers, second by Page to adjourn to closed session at 8:31 PM. Page-Yes, Johnson Myers-Yes.

13. **RECONVENED INTO OPEN SESSION AT 9:11 PM**

14. **AFFIRM ACTION TAKEN IN CLOSED SESSION**

Action: Motion by Page, second by Johnson Myers to 2024-25 Administrator and Supervisor contract updates. Approved unanimously.

15. **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: Committee members requested 2024-25 Employee Handbook updates.

16. **SCHEDULE NEXT PERSONNEL COMMITTEE MEETING**

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

Action: Set the meeting schedule as follows:

Personnel Committee meeting, Monday, June 17, 2024, 7:00 p.m. *(or immediately following Finance & Facilities)*

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

17. **ADJOURNED AT 9:12 PM**

Stacy Johnson Myers, Personnel Committee Chair

PERSONNEL COMMITTEE CLOSED SESSION REPORT

Monday, May 13, 2024

District Administrative Office Conference Room

8:31 PM

The Personnel Committee convened to executive session at 8:31 PM pursuant to WIS. STAT. SEC. 19.85(1)(c), which permits convening in closed session for the purpose of considering the employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to discuss the resignation of an employee and to discuss 2024-25 administrator and supervisor contracts. Roll call vote required.

Roll call vote: Johnson Myers-Yes, Page-Yes

PRESENT

- Committee Members Alison Page and Stacy Johnson Myers.
- Board members Bo Hirstein, Mike Miller, and Monica LaVold.
- Superintendent Jamie Benson and Director of Human Resources and Leadership Development David Bell

1. DISCUSS 2024-25 ADMINISTRATOR AND SUPERVISOR CONTRACTS

The salaries were discussed for administrator and supervisor contracts.

Action: Motion by Page, second by Johnson Myers to approve 2024-25 contract adjustments.

2. ADJOURNED AT 9:11 PM.

School District of River Falls
Job Description
RIVER FALLS 4 CHILDREN (RF4C) COORDINATOR

MINIMUM QUALIFICATIONS:

1. Wisconsin Department of Public Instruction (DPI) kindergarten license and/or EC license (Early Childhood, birth-age 8) or EC-MC license (Early Childhood-Middle Childhood, birth-age 11)
2. At least three years of teaching experience at the kindergarten or early childhood level is preferred.
3. Leadership and organizational skills.
4. Clear understanding of early childhood programs for children.
5. Ability to work with multiple community partners and school district staff in a variety of settings.
6. Experience with student and/or staff scheduling.

POSITION SUMMARY:

To plan, organize, implement, and evaluate the community-based RF4C program for the District.

REPORTS TO:

RF4C Administrator (**River Falls Public Montessori Elementary School Principal**)

PERFORMANCE RESPONSIBILITIES:

1. Work with the RF4C Administrator to develop the program.
2. Develop the handbook, schedule, and room/building assignments.
3. Revise and annually update the RF4C handbook.
4. Assess the needs and evaluate the performance of each community partner **in accordance with the District and WI Department of Children and Family Services expectations.**
5. Report enrollment statistics **and partner contract language** to the Director of Academic Services.
6. Prepare and disseminate communication to promote the RF4C program to the residents of the school district.
7. Develop, review, and revise all forms.
8. Maintain and monitor appropriate records.
9. Plan, implement and submit documentation to the DPI for parent outreach hours in collaboration with community partners.
10. Plan and facilitate regular meetings with community partners.
11. Assume responsibility for staff development for all RF4C teachers, support staff, and other school district staff associated with the program.
12. Communicate regularly with elementary building administrators, community partners, etc.
13. Work closely with community partners to schedule students for the program.
14. Meet with all staff to discuss rules, regulations, policies, forms, curriculum, ~~etc. and follow up as required.~~
15. **Ensure each RF4C site is adhering to curriculum, instruction, and assessment expectations.**
16. Work closely with the RF4C Administrator and the Transportation Department to **schedule routes based on enrollment** and address any issues or concerns.
17. Work closely with the Director of Academic Services on curriculum issues including the purchase of instructional materials.
18. Work closely with the Director of Student Services to support programming needs for students with disabilities.
19. Implement the budget for the RF4C program with community partners and the school district.
20. Develop and maintain a student assessment system including organizing data to identify trends.
21. Evaluate and assess current preschool/daycare conditions and staffing to align with adopted school district standards.
22. Annually report program results to the Board of Education.
23. **Monitor and document Open Enrollment of RF4C students and report this information to the Administrative Assistant to the Superintendent** ~~Director of Academic Services.~~

School District of River Falls
Job Description
RIVER FALLS 4 CHILDREN (RF4C) COORDINATOR

24. Facilitate 4K to 5K transition with Elementary Principals.
25. Coordinate with the Director of Community Education and Communications to market RF4C Program.
26. Conduct exit interviews with RF4C Teachers.
27. Coordinate general education preschool screening.
28. Monitor RF4C Contract compliance between the District and partner sites.
29. Perform all other duties as assigned.

APPROVED: 2/20/12

REVISED: 5/13/24



Date

Dear FIRST NAME LAST NAME,

Greetings! We are entering the final weeks of the present school year. On behalf of the entire school board, thank you for your efforts. We appreciate you and your work. We know you make a difference in the lives of students every day.

The school board and administration have made plans for the 2024-25 academic year. We are appreciative and relieved that the River Falls community supported the two referendum questions on the February ballot. Passing these questions allows us to go forward with a balanced budget and still maintain and strengthen existing programming. We are all fortunate to serve a community that values education.

On an annual basis, the school board's clerk and I reach out to you to extend an offer of continued employment for the coming school year, 2024-25. We hope you will accept this offer and return to the River Falls School District.

The 2024-25 school year is scheduled to begin on September 3, 2024. The position we envision for you will be similar in terms of duties and hours as your 2023-24 assignment. Your anticipated rate of pay for 2024-25 will be \$ [redacted]. For your reference, your rate for 2023-24 was \$ [redacted]. This notice aligns the reasonable assurance outlined in Wis. Stat. § 108.04(17)(d). The benefits which accompany your employment are set out in the employee handbook.

As you already know, the school district has the right to transfer or reassign you pursuant to the employee handbook. These employee handbook terms reserve the right to lay you off, in full or part, pursuant to the employee handbook. While we are legally required to remind you of this, please realize we have no current plans to do so.

We have given you two copies of this letter. Please complete the bottom portion of one letter and return it to your building secretary by the end of the school year; the other copy is for your files.

Along with our board colleagues, Lindsey and I know how important you are to the school district. We recognize your dedication to the students and families in the River Falls community. You have our enduring thanks and appreciation.

Sincerely,

Stacy Johnson Myers, Board President

Lindsey Curtis, Board Clerk

Jamie Benson, Superintendent

I **accept** this offer of employment

or

I **decline** this offer of employment

Signature

Date

Signature

Date

A.2.1 Hourly Staff

Accounting, Accountant	\$33.43	\$33.85	\$34.27	\$34.85	\$35.48					
Accounting, Payroll and Benefits	\$27.04	\$27.46	\$27.87	\$28.46						
Accounting, Accounts Payable	\$26.02	\$26.44	\$26.85	\$27.27	\$27.85					
Administrative Assistant	\$30.57	\$30.99	\$31.40	\$31.82	\$32.43					
Building & Grounds, Custodian	\$19.87	\$20.28	\$20.70	\$21.12	\$21.53	\$21.95	\$22.50			
Building & Grounds, District Courier	\$22.29	\$22.71	\$23.13	\$23.54	\$23.96	\$24.37	\$24.79	\$25.36		
Building & Grounds, District Building/Grounds Lead	\$23.96	\$24.37	\$24.79	\$25.21	\$25.62	\$26.20				
Building & Grounds, Lead Custodian	\$22.29	\$22.71	\$23.13	\$23.54	\$23.96	\$24.37	\$24.79	\$25.36		
Building & Grounds, Maintenance Tech I	\$22.91	\$23.32	\$23.74	\$24.16	\$24.57	\$24.99	\$25.41	\$25.98		
Building & Grounds, Maintenance Tech II	\$29.34	\$29.76	\$30.36							
Building & Grounds, Seas, Grnds Worker/Trainer	\$20.01									
Building & Grounds, Seasonal, Grounds Worker	\$19.03									
Building & Grounds, Seasonal, Snow Removal	\$19.03									
Kids Club, Accounts Receivable	\$23.37	\$23.79	\$24.21	\$24.77						
Kids Club, Assistant Care Giver	\$14.05									
Kids Club, Lead Care Giver	\$16.28	\$16.70	\$17.12	\$17.53	\$17.95	\$18.48				
Kids Club, Site Manager	\$17.92	\$20.49								
Kids Club, High School Helper	\$13.19									
Occupational Therapy Assistant	\$23.27	\$23.69	\$24.25	24.67						
Paraprofessional, General Education	\$18.59	\$19.00	\$19.42	\$19.83	\$20.25	\$20.67	\$21.08	\$21.50	\$22.05	
Para, Bilingual/Health/Special Ed/At-Risk	\$19.57	\$19.99	\$20.41	\$20.82	\$21.24	\$21.66	\$22.07	\$22.49	\$23.05	
Program Assistant to Director	\$24.75	\$25.15	\$25.55	\$25.95	\$26.35	\$26.75				
Secretary & Volunteer Coordinator, District	\$20.53	\$20.95	\$21.37	\$21.78	\$22.20	\$22.61	\$23.03	\$23.59		
Technology, Computer Workstation Technician	\$29.33	\$29.75	\$30.16	\$30.58	\$31.00	\$31.54	\$32.15			
Technology, Software & Staff Dev. Facilitator	\$29.33	\$29.75	\$30.16	\$30.58	\$31.00	\$31.54	\$32.15			
Transportation, Bus Driver, Route	\$25.07	\$25.49	\$25.91	\$26.32	\$26.74	\$27.15	\$27.57	\$28.00	\$28.40	\$29.00
Transportation, Bus Driver, Trip	\$19.70									
Transportation, Bus Driver Trainer	\$29.00									
Transportation, Mechanic	\$30.68	\$31.10	\$31.52	\$31.93	\$32.35	\$32.96				
Transportation, Seasonal, Bus Washer	\$12.73									

OTHER:

Auditorium Supervisor Stipend	\$2,612.00/year								
Auditorium Supervisor, MMS	\$27.97								
Food Service	\$19.54								
Lifeguard, Swimming	\$18.49								
Local Education Guide (LEG)	\$100/course, \$1,500 max per semester								
Medical/Emerg. Response Team Training Stipend	\$100 stipend, MERT training outside normal working hours								
Retainment Stipend	\$500 Upon completion of an employee's 10th year (full or part-time), an active employee will be eligible for a \$500 retainment stipend. The stipend will be paid on the 10/20/24 payroll.								
Summer Band Clinician (\$25.00 per parade)	\$15.29								
Summer Speed/Strength	\$17.33								
Tutor, Homebound (non-teacher)	\$18.23								
Tutor Supervisor, Middle School	\$16.60								

*Rate for Summer 2025

**2024-25 COLLECTIVE BARGAINING AGREEMENT
BETWEEN WEAC REGION 1-BUS DRIVERS AND RIVER FALLS SCHOOL DISTRICT**

1. ARTICLE I – RECOGNITION

The Board recognizes the Association (WEAC) as the exclusive bargaining representative on base wages for all bus drivers employed by the School District of River Falls, excluding professional, confidential, supervisory, and casual employees as certified by the Wisconsin Employment Relations Commission.

2. ARTICLE II – DURATION

All items in this Agreement shall be in effect for a period of one (1) year beginning with the 1st day of July 2024 and ending on the 30th day of June 2025.

3. ARTICLE III – SEVERABILITY

If any sections of this Agreement or any addenda thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if the compliance with or enforcement of any section or addenda should be restrained by such tribunal, the remainder of this Agreement and addenda thereto shall not be affected thereby, and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid section(s).

4. ARTICLE IV – COMPENSATION

The Board agrees to a total base wage increase of 4.12% for cells #1-9 and a 4.75% increase for cell #10 and a 4.75% increase for trip drivers. A summary of the new schedule is on p.2

WEAC REGION 1—RIVER FALLS BUS DRIVERS

WEAC Region 1 President

Date

Chairperson, Negotiations Committee

Date

BOARD OF EDUCATION

President

Date

Board Clerk

Date

Summary of 2024-25 Bus Driver Schedule

Bus Driver, Route

<u>Step</u>	<u>2023-24</u>	<u>2024-25</u>
1	\$24.08	\$25.07
2	\$24.48	\$25.49
3	\$24.88	\$25.91
4	\$25.28	\$26.32
5	\$25.68	\$26.74
6	\$26.08	\$27.15
7	\$26.48	\$27.57
8	\$26.88	\$28.00
9	\$27.28	\$28.40
10	\$27.68	\$29.00

Bus Driver, Trip

<u>2023-24</u>	<u>2024-25</u>
\$18.81	\$19.70

Bus Driver, Trainer

<u>2023-24</u>	<u>2024-25</u>
\$27.68	\$29.00

Retention Stipend

- Upon completion of an employee's 10th year (full or part-time), an active employee will be eligible for a \$500 retention stipend.

2024-25 LADDER DRAFT (4-30-24)				
	BA		MA	
	2023-24	2024-25	2023-24	2024-25
*V			\$78,967	\$82,220
H3		\$75,713	\$77,067	\$80,242
H2	\$72,045	\$75,013	\$76,364	\$79,513
H1	\$71,467	\$74,411	\$75,067	\$78,160
G3	\$69,767	\$72,641	\$73,167	\$76,181
G2	\$68,867	\$71,704	\$72,467	\$75,453
G1	\$67,567	\$70,351	\$70,467	\$73,370
F3	\$66,567	\$69,310	\$69,267	\$72,121
F2	\$65,667	\$68,372	\$68,567	\$71,392
F1	\$64,367	\$67,019	\$66,567	\$69,310
E3	\$62,667	\$65,249	\$65,367	\$68,060
E2	\$61,967	\$64,520	\$64,767	\$67,435
E1	\$60,467	\$62,958	\$63,167	\$65,769
D3	\$58,767	\$61,188	\$61,267	\$63,791
D2	\$57,867	\$60,251	\$60,567	\$63,062
D1	\$56,567	\$58,898	\$58,317	\$60,720
C3	\$54,867	\$57,128	\$57,367	\$59,731
C2	\$53,967	\$56,190	\$56,557	\$58,887
C1	\$52,465	\$54,627	\$55,365	\$57,646
B3	\$50,235	\$52,305	\$52,735	\$54,908
B2	\$49,405	\$51,440	\$52,105	\$54,252
B1	\$48,375	\$50,368	\$50,775	\$52,867
A3	\$47,145	\$49,087	\$49,845	\$51,899
A2	\$46,745	\$48,671	\$49,445	\$51,482
A1	\$46,145	\$48,046	\$49,345	\$51,378
BASE	\$45,450	\$47,323	\$48,450	\$50,446
				*Teacher at V ladder or above earn 4.12% increase

RFSD EMPLOYEE HANDBOOK REVISION SUMMARY (SUMMER SCHOOL)

5-13-24

I.10.6 Sick Leave

5. Summer School Employees: If employees under contract for the regular school year work summer school they will receive one additional day of sick leave (prorated based on 160 hours of summer school employment). **The additional sick leave will be available for the employee to use during the regular school year. Absences during the summer session are unpaid.**

II.2.1 Curriculum

B. Summer school: Summer school class proposal applications will be available in December. Closing date will be the first week of January and will be closely adhered to. Email notification of reminders will come from the Director of Academic Services. **Any adjustments after this date will be at the sole discretion of the Director of Academic Services.**

II.7.3 Summer School

When possible, summer school course assignments should be made known on or before June 1. All current teachers in the District may apply for summer school positions by submitting a Summer School Teacher Application form to the Director of Academic Services. **Employees teaching summer classes will be given an employment recommendation that outlines the rate of pay, hours of instruction and hours of prep time** Employees teaching summer classes will be given a summer school session contract in accordance with Wis. Stats. § 118.21 Teacher Contracts.

II.9.5 Summer School

Pay for summer school classes will be paid at a rate of ~~\$30~~ \$35 per hour. Classes are expected to contain rigorous instruction and align to our curriculum standards. The Director of Academic Services must approve all courses.

Pay for special education teachers delivering extended school year services that are required by an Individualized Education Plan will be \$40 per hour.

~~Current summer school teachers (both academic and enrichment courses) who are earning \$35 per hour or more will be grandfathered at \$35 per hour.~~

Summer school substitutes will be paid at a rate of ~~\$20~~ \$25 per hour.

All teachers will be paid for time that they are scheduled for instructional and supervisory responsibilities. In addition, teachers will be paid one additional hour of prep time for course development for every day of assigned teaching.

NEW SECTION

III.8.7 Summer School Employment

Paraprofessionals assigned to summer school will be given an employment recommendation that outlines the rate of pay and expected hours of work. Paraprofessionals will be paid their school year rate when assigned to work summer school.

Substitute paraprofessionals will be paid the base/step 1.

School District of River Falls
Job Description
SUPERVISOR OF INFORMATION TECHNOLOGY SERVICES

MINIMUM QUALIFICATIONS:

1. ~~Two year technical degree; Bachelor's degree in a technology related major. is preferred.~~
2. ~~Two years of experience with network administration.~~
3. Strong organizational, interpersonal, and communication skills.
4. A strong willingness and ability to relate effectively, collaboratively, and cordially with others.
5. Committed to high professional standards and ethics.

POSITION SUMMARY:

The Supervisor of Information Technology (IT) Services is responsible for network administration, and all internal and external communication systems. Must be knowledgeable of all technology components utilized in the school district and participate in ongoing research on best practices for school districts in the area of educational technology. Provide leadership in developing, achieving, and maintaining a technology infrastructure, ~~and perform all other duties as assigned.~~

REPORTS TO:

Superintendent of Schools

SUPERVISES:

Computer Workstation Technician, Software and Staff Development Facilitator, Software and Database Facilitator

PERFORMANCE RESPONSIBILITIES:

Network Administrator

1. Maintain and upgrade the computer networks and systems infrastructure (including servers, switches, WIFI, and other physical hardware. ~~printers, server accounts, computers~~).
2. Facilitate the installation and configuration of network equipment to update or fix hardware and software issues.
3. Monitor computer systems to improve network performance.
4. Create and maintain processes for backup solutions that align with District policies for electronic communication and documentation.
5. Oversee installation, configuration, maintenance, and troubleshooting of network connected end-user hardware, software, and peripheral devices.
6. ~~Responsible for purchasing, inventory and budgeting for technology.~~

Communications

1. Manage mobile communication (district cell phones, hot spots for student and staff checkout, as well as on school buses). ~~accounts, and bills.~~
2. Leverage the District investment of technology and communication systems to capitalize on the Federal E-rate Program.
3. ~~Maintain district email services.~~
4. Update, configure, and maintain and support the District telephone system and communication lines.
5. Manage the recording, broadcasting, and archiving of School Board meetings.
6. Provide ~~Maintain and enhance the district website~~ support to the communications department.

Security

1. Work with the Director of Buildings and Grounds on location, installation, and maintenance of the District video surveillance and security systems.
2. Keep the District current with cybersecurity to prevent threats and work to improve protection for the District with the help of antivirus, single sign-on, firewalls, and cybersecurity training for users.

School District of River Falls

Job Description

SUPERVISOR OF INFORMATION TECHNOLOGY SERVICES

Technical Support

1. Coordinate adding, distributing, replacing and maintaining technology devices districtwide, including but not limited to: interactive whiteboards, projectors, printers, mobile devices, and computers.
2. Work with the Director of Student Services to implement and maintain assistive technology.
3. Work with the Director of Buildings and Grounds when the facilities change or data changes are needed for the District HVAC system.
4. Provide assistance as needed for the various sound systems around the District.
5. Work cooperatively with local and state agencies to ensure that their projects do not conflict with the District fiber around the city.
6. Assist technical support staff with new software and software upgrade installations, computer setup, and imaging processing.
7. Support and assist with maintenance of various database systems, including but not limited to: student, learning, and financial management.
 - a. ~~Substitute Calling System~~
 - b. ~~Automated Calling System~~

Technology Vision

1. ~~Serve as chair of the school district's Strategic Plan Technology Committee.~~
2. ~~Coordinate instructional technology training for staff and students and~~ Work with the library/media committee **and other stakeholders** on common technology goals and visions.
3. ~~Provide training on software for staff development.~~
4. Identify technology needs and make recommendations to District decision makers.
5. Maintain a long range plan for purchasing, inventory, and budgeting of technology, devices, and infrastructure.
6. Work with the Director of Finance and Facilities on leasing computing devices and copiers.
7. Facilitate the bidding process for all technology equipment over \$25,000 in accordance with School Board policy.
8. Negotiate and oversee agreements for managed technology services provided to the District (copiers, printers, backup network security).
9. Manage the District software license agreements to ensure compliance.
10. ~~Work with the Director of Academic Services and building library /media specialists to develop, create, implement, monitor and evaluate the district's three year technology plan.~~

All other duties as assigned.

DAYS OF EMPLOYMENT:

Twelve-month year and in accordance with the Employee Handbook.

EVALUATION:

Performance in this position will be evaluated by the Superintendent.

APPROVED: 10/20/14

REVISED: 5/13/24

School District of River Falls
Job Description
SOFTWARE AND STAFF DEVELOPMENT FACILITATOR

MINIMUM QUALIFICATIONS:

1. A strong willingness and ability to relate effectively, collaboratively, and cordially with others.
2. Knowledge and skills related to computer hardware, software, and computer use in a broad spectrum of educational programs.
3. Understand student database management and its impact across the district.
4. Strong organizational, interpersonal, and communication skills.
5. Ability to work with people with varying degrees of technology experience.
6. Committed to high professional standards and ethics.
7. Bachelor's degree in a technology related major.

POSITION SUMMARY:

The Software and Staff Development Facilitator (SSDF) provides guidance, training, and general assistance to district staff. The SSDF will provide support to employees in overcoming software-related obstacles, organize access to technology-based educational tools, and aid in the protection of student and staff data.

REPORTS TO:

Supervisor of Information Technology Services

PERFORMANCE RESPONSIBILITIES:

1. Assist administrators and teachers in the evaluation and selection of software.
2. ~~Assist technical support staff with new software and software upgrade installations, computer setup and imaging process.~~
3. Provide instruction to staff members on an individual or small group basis on software, hardware, and hardware peripherals.
4. Initiate, facilitate or conduct structured computer use inservice programs or activities for administrators, teachers, and other district staff.
5. ~~Document, distribute and maintain technology devices.~~
6. ~~Help staff become self-sufficient with non-classroom software.~~
7. ~~Be responsible for the compilation and verification of state reporting data.~~
8. ~~Assist staff with data exports for the Department of Public Instruction, federal reporting, and other required reports or data requests.~~
9. ~~Oversee district level databases to maintain consistency and accuracy.~~
10. ~~Develop and maintain student and staff access required through a safe and secure single sign-on.~~
11. ~~Manage and maintain all end user accounts throughout the district. This includes, but is not limited to, Active Directory, Google Admin, Infinite Campus, and other educational software.~~
12. Administer and maintain ClassLink
 - a. Create and maintain app rules for syncing data from ClassLink to other apps
 - b. Create and maintain non-rostered app and app permissions
13. Create/allow apps in Google Admin
14. Provide technology integration staff development that supports effective and engaging instructional and assessment practices. This support will be provided after school, during the summer, and job-embedded.
15. Help staff troubleshoot access and functionality issues with educational software, Google Apps for Education, employee management (i.e. Skyward), student information system (i.e. Infinite Campus) and learning management (i.e. Schoology).
16. ~~Maintain data connections from the student information system and learning management system to third party vendors.~~
17. Assist communications staff with website functionality.
18. Find, share, and support implementation of innovative technology resources that enhance the teaching and learning process. Stay up to date with platforms currently in use, and build self-paced professional development for teachers to engage with in order to learn about updates.

School District of River Falls

Job Description

SOFTWARE AND STAFF DEVELOPMENT FACILITATOR

19. Ensure all data privacy and security practices are communicated clearly to all stakeholders and systems are in place to protect student data on digital platforms.
20. Assess District needs in the area of technology integration, and provide district-wide professional development and implementation support for projects.
21. Perform all other duties as assigned.

REVISED: 11/13/23, 5/13/24

School District of River Falls
Job Description
SOFTWARE AND DATABASE FACILITATOR

MINIMUM QUALIFICATIONS:

1. A strong willingness and ability to relate effectively, collaboratively, and cordially with others.
2. Knowledge and skills related to computer hardware, software, and computer use in a broad spectrum of educational programs.
3. Understand student database management and its impact across the district.
4. Strong organizational, interpersonal, and communication skills.
5. Ability to work with people with varying degrees of technology experience.
6. Committed to high professional standards and ethics.
7. Bachelor's degree in a technology related major.

POSITION SUMMARY:

The Software and Database Facilitator provides guidance, training, and general assistance to district staff regarding software and the District's database. The Software and Database Facilitator will provide support to employees in overcoming software-related obstacles, organize access to technology-based educational tools, and aid in the protection of student and staff data.

REPORTS TO:

Supervisor of Information Technology Services

PERFORMANCE RESPONSIBILITIES:

- ~~1. Assist administrators and teachers in the evaluation and selection of software.~~
- ~~2. Assist technical support staff with new software and software upgrade installations, computer setup and imaging process.~~
- ~~3. Provide instruction to staff members on an individual or small group basis on software, hardware, and hardware peripherals.~~
- ~~4. Initiate, facilitate or conduct structured computer use inservice programs or activities for administrators, teachers and other district staff.~~
- ~~5. Document, distribute and maintain technology devices.~~
- ~~6. Help staff become self-sufficient with non-classroom software.~~
7. Be Responsible for the compilation and verification of state reporting data.
8. Assist staff with data exports for the Department of Public Instruction, federal reporting, and other required reports or data requests.
9. Oversee district-level databases to maintain consistency and accuracy.
10. Develop and maintain student and staff access required through a safe and secure single sign-on.
11. Manage and maintain all end user accounts throughout the district. This includes, but is not limited to, Active Directory, Google Admin, Infinite Campus, and other educational software.
- ~~12. Help staff troubleshoot access and functionality issues with educational software, Google Apps for Education, employee management (i.e. Skyward), student information system (i.e. Infinite Campus) and learning management (i.e. Schoology).~~
13. Maintain data connections from the student information system and learning management system to third party vendors.
 - a. Infinite Campus to Transfinder
 - b. Infinite Campus to Destiny
 - c. Infinite Campus to Educlimber
 - d. Infinite Campus to Wordware
 - e. Infinite Campus to Kompas Care
 - f. Infinite Campus to OneSync
 - g. Infinite Campus to ClassLink
 - h. Infinite Campus to Schoology
 - i. Infinite Campus to Xello
 - j. Infinite Campus to Department of Public Instruction

School District of River Falls
Job Description
SOFTWARE AND DATABASE FACILITATOR

~~14. Assist Communications staff with website functionality.~~

15. Work with building office staff to develop workflow processes for major projects/reporting events: state reporting, CRDC, Redefining Ready, Infinite Campus Workflow, Infinite Campus online registration.

16. Maintain student information system (SIS): calendar rollovers, enrollment rollovers, user permission updates, end enrollments, roll SIS to new school year, clear custom fields, update/create automated tasks.

17. Perform all other duties as assigned.

REVISED: 11/13/23, 5/13/24

**School District of River Falls
Job Description
COMPUTER WORKSTATION TECHNICIAN**

MINIMUM QUALIFICATIONS:

1. ~~Must be~~ Ability to master the skills necessary to complete the duties outlined in this job description.
2. Training in computer technology.
3. ~~Must be~~ Ability to work independently, follow directions, and meet timelines.
4. ~~Must have~~ Strong human relations skills.
5. A strong willingness and ability to relate effectively, collaboratively, and cordially with others.
6. Bachelor's degree in a technology related major.

POSITION SUMMARY:

Provide support for District computer hardware, software, and audio/video equipment.

REPORTS TO:

Supervisor of Information Technology Services

PERFORMANCE RESPONSIBILITIES:

1. Install, test, and configure new computers, ~~and peripherals~~ equipment, and classroom technology.
2. Troubleshoot and repair equipment. Recommend outside service or replacement of equipment where appropriate.
3. Upgrade and maintain software in a Microsoft domain on all workstations.
4. Document and distribute ~~and maintain~~ classroom technology devices.
5. Facilitate re-purposing and relocation of equipment as directed.
6. Make recommendations in the purchase and upgrade of computer hardware and classroom technology.
7. Provide training for ~~informal staff in service on the~~ usage operation and use of the computer hardware and classroom technology. ~~peripherals, and accessories as instructional tools.~~
8. Keep current with trends and issues in technology and seek appropriate technical training.
9. ~~Install computer wiring (category 5) for local area network.~~
10. Install and maintain network and audio/visual wiring.
11. Develop and maintain network policies through Microsoft Active Directory and Google Admin console.
12. Manage users and devices in Google Admin console.
13. Install and manage security software for all computers and servers on the domain.
14. Manage school bell system and network audio devices.
15. Install, test, and maintain security cameras and security camera software for the District.
16. Install and manage network printers.
17. Perform all other duties as assigned.

REVISED: 11/13/23, 5/13/24



POLICY 110 DISTRICT MISSION AND VISION STATEMENTS

MISSION

Inspire all students through challenging, meaningful, and engaging learning experiences, in a safe and collaborative environment.

VISION

In partnership with families and the community, The School District of River Falls is an innovative pre-kindergarten through grade twelve educational leader committed to the academic, social, emotional, and physical well-being of every student.

LEGAL REFERENCE: Wisconsin Statutes Sections 118.01, 118.13, 120.13, 121.02(1), **120.12**

CROSS REFERENCE: 111 District Educational Goals, 411 Equal Educational Opportunities, 537 Staff Development, District ~~2010~~ **2022 - 27** Strategic Plan

DATE OF ADOPTION: January 17, 1972

REVISED: May 18, 1981, June 20, 1983, September 10, 1991, February 19, 2007, January 17, 2011, September 19, 2011, August 16, 2016, September 19, 2022 **May 20, 2024**



POLICY 111 DISTRICT VALUE STATEMENTS

STUDENTS FIRST - We center our policies, practices, and actions on doing what is best for all students.

PEOPLE MATTER - We value and respect our staff, and will find success by supporting their participation in collaborative communities.

EQUITY - We ensure the individual personal needs of every child are supported by high quality education/resources to pursue their unique potential.

RESPECT - We affirm the worth and dignity of all students, employees, and community members. We foster a climate of civility, acceptance, and reasoned debate, embracing our diversity as a strength.

CHARACTER INTEGRITY - We ground our actions in character, honesty, **integrity**, responsibility, service, and compassion towards others.

EXCELLENCE - We embrace the continuous pursuit of improvement in school operations, services, and programs.

INNOVATION - We inspire and empower innovative thought and practice.

COMMUNICATION - We are accountable and transparent in order to maintain public trust.

LEGAL REFERENCE: Wisconsin Statutes Sections 118.001, 118.01, 118.13, 118.30, 121.02(1), **120.12, 120.13**

CROSS REFERENCE: 110 District Mission and Philosophy of Education, 411 Equal Educational Opportunities, District ~~2010~~ **2022 - 27** Strategic Plan

DATE OF ADOPTION: June 20, 1983

REVISED: September 16, 1991, April 16, 2007, January 17, 2011, September 19, 2011, August 16, 2016, September 19, 2022, **May 20, 2024**



POLICY 130 SCHOOL BOARD RESPONSIBILITIES AND LEGAL STATUS

The School Board is responsible for the care and control of the schools of the District is vested by schools according to Wisconsin statutory and constitutional authority in the Board of Education. The purpose of This policy is to summarize the primary responsibilities **duties** and sources of authority of **for** the **School** Board of Education in **to** carrying out its obligation to act in the best interest of the District as determined by the School Board.

School Board Authority

Local school boards are instruments of the legislature and derive their authority directly from the Wisconsin Constitution and Wisconsin Statutes. By custom and tradition, local school boards have responsibility **are responsible to** the citizenry they serve, including the students educated in the District and the persons employed by it. Recognizing this tri-dimensional concept of its sources of authority and responsibility, The **School** Board of Education serves as the policy-making body for the District within the framework of the law and the will of the local citizenry **community**.

Policy Governance

The School Board adheres to a policy governance framework/model. According to this, the School Board is responsible for developing policy and ensuring they are translated into practice. District administrative staff are charged with implementing the policies with School Board oversight.

Number of School Board Members

The **School** Board of Education consists of seven members, who are all elected at-large by a plurality vote of the electors of the District. Two members of the **seven-member School** Board are elected annually, except for every third year, when three **Board** members are elected. The superintendent, or designee, serves as deputy election clerk for **School** Board elections.

Term of Office

School Board members serve for a three-year term, and/or until their successors have been elected and qualified. **School** Board members who are elected for regular ~~or unexpired~~ terms take office by the fourth Monday in April, provided they have taken and filed the official oath of office. The **School** Board clerk or designee administers the oath of office.

Authority of Members

Individual **School** Board members exercise the **School Board** authority of the Board of Education only when acting during a properly noticed and called meeting of the **School** Board, except when authority is specifically conferred by statute on individual **School** Board officers to take specified actions outside of a **School** Board meeting, **or to members designated by the School Board to act on the School Board's behalf in the best interest of the School Board.** Neither the District nor the **School** Board of Education is bound by any action or statement on the part of an individual **School** Board member that has not been specifically authorized by law or specified and delegated in advance, by **School** Board action at a **School** Board meeting.

Powers and Duties

1. The **School** Board of Education has the responsibilities, powers, and duties specified by **Wisconsin** statute **and District policy** including functions incidentally related to accomplishing the general purposes for which school boards are established and/or that reasonably promote the cause of **public** education including establishing, providing, and improving programs, functions, and activities for the benefit of the pupils **students** in the District.
2. The **School** Board oversees administrative functions, adopts and revises policy, and serves as the final body in the District to which administrative decisions can be appealed.
3. The **School** Board is responsible for the overall management **accountability** of the schools and programs of the District; adopts rules for their organization, government, instruction, and courses of study; and authorizes contracts on behalf of the District.
4. The **School** Board is responsible for **approving, monitoring, and assessing** the financial management of the District, and for building and maintaining all District facilities and property, subject to the requirements of Wisconsin and federal law, **and District resources**.
5. The **School** Board also exercises authority in the following ~~more specific~~ areas:
 - a. To levy against **District** property ~~in the district~~ to raise the funds needed to support school operations, payment of debt, and other appropriate District expenses in accordance with applicable law.
 - b. To employ and contract qualified teachers and administrators and discharge the same for cause and in conformity with its contracts and **statutes policies**.
 - c. To employ and **contract qualified** ~~discharge necessary~~ support employees and **discharge the same for cause and in conformity with its contracts and policies**. ~~contract for other services as needed.~~
 - d. To provide services and programs ~~that~~ **to** promote the health of its students.
 - e. To build, name, and maintain school buildings, grounds, and facilities with approval from District electors when required **by statute**.
 - f. To purchase, sell, exchange, and dispose of District property and equipment with approval from District electors when required **by statute**.
 - g. To bring or defend legal actions on behalf of the District and investigate and respond to **legal** claims against the District.
 - h. To provide transportation for students to and from school as required by statute.
 - i. To insure against liability of the District, its officers, and employees, to offer **school board-selected** personal insurance and retirement programs to its employees ~~as may be selected by the Board from time to time~~, and to discontinue such programs as and **when deemed in the best interest of the district**. ~~appropriate to do so.~~
 - j. To provide library media centers, offer summer school, provide technology, textbooks, and related instructional resources.
 - k. To provide school breakfast and lunch programs for students and employees.
 - l. To enter into cooperative agreements with other school districts to collectively provide agreed upon educational and support services.
 - m. To lease rooms or buildings for school purposes when necessary.
 - n. To authorize the temporary use of school facilities for community purposes under conditions that do not interfere with school purposes.
 - o. To authorize and support extra-curricular and co-curricular activities.

- p. To receive bequests, donations, or gifts for any purposes and on terms acceptable to the **School** Board.
- q. To form partnerships and/or ad hoc committees for the purpose of identifying, planning for, and addressing short and long-term needs and aspirations.
- r. To provide eligible students with the additional personal or educational assistance and services available when they qualify under applicable state or federal programs offered by the District.
- s. To set ~~such~~ rules for the organization, grade-level structure, and government of the school of the District as recommended by its administrators, including rules related to the dress and conduct of its students, in order to maintain good decorum and a favorable academic atmosphere.
- t. To perform all other acts that the **School** Board considers to be reasonable to promote the cause of education in the District, and that are authorized or inferable from state and federal law.

Advisors to the **School** Board

The successful operation of schools requires a close, effective working relationship between the School Board and the superintendent. The relationship must be one of trust, good will, and candor. As the legally designated governing body, the board retains final authority within the district. The superintendent is the School Board's professional advisor to whom they delegate executive responsibility for the operation of the district.

In exercising its powers and carrying out its duties, the **School** Board expects to receive information, feedback, advice, and recommendations from its superintendent and district central office and building administrators. Information and advice will also come to the **School** Board from financial and legal advisors, employee and student groups or individuals, business, municipal, and community leaders, and from members of the public. Ultimately, the **School** Board will collectively decide how best to meet its responsibilities to the law, the community, and the families it serves.

LEGAL REFERENCE: Wisconsin Statutes Sections 120.01(2), 120.05, 120.06, 120.12, 120.13, 120.17(10), 121.02, 121.54(2), Wisconsin Constitution, Article X - Section 3

CROSS REFERENCE: 132 School Board Member Resignation, 133 Filling School Board Vacancies, 161 School Board Member Authority, 162 New School Board Member Orientation, 165 School Board Member Ethics

DATE OF ADOPTION: March 19, 1973

REVISED: December 16, 1985, September 16, 1991, April 19, 2004, August 17, 2009, September 19, 2011, February 20, 2023, **May 20, 2024**



POLICY 152 GOAL SETTING

The **School** Board recognizes the value of goal setting for school improvement consistent with the District's strategic plan. Therefore, the **School** Board and administration shall annually assess districtwide needs and concerns and translate such concerns into achievable goals.

Upon completion of the goal setting process, the administrative staff will develop an action plan and timetable to facilitate successful completion of the goals. **The Board President and Superintendent will establish a process for reporting to the full School Board no less than twice per school year. Goals will be monitored and adjusted, if necessary, throughout the school year.**

A District performance report shall be adopted and published annually by the **School** Board. The report shall describe the **School** Board's and school administration's educational goals and objectives, including learning related performance objectives, student assessment results, and other information required by law. The report shall be made publicly available **on the District's website.**

LEGAL REFERENCE: Wisconsin Statutes Sections 115.38, Wisconsin Administrative Codes 121.02(1)(o), PI 8.01(2)(o), ~~No Child Left Behind Act of 2001~~

CROSS REFERENCE: 346 Student Assessment, **152-Rule**

DATE OF ADOPTION: September 16, 1991

REVISED: May 24, 2004, February 19, 2007, September 19, 2011, August 16, 2016, **May 20, 2024**



POLICY 152-RULE GOAL SETTING PROCEDURE

1. The **School** Board and administration will assess the needs and concerns of the District.
2. **The School** Board and administration shall annually **establish and** review goals for the upcoming school year consistent with the District's strategic plan.
3. **The** administration will develop an action plan and timetable to achieve these goals.
4. The **School** Board shall monitor goals through administrative reports and adjust as necessary throughout the school year.
5. **The School** Board shall meet with administration mid-year and discuss the District's progress toward the achievement of these goals.
6. A final evaluation of ~~our~~ progress toward goal achievement will be presented and discussed at the annual review.

LEGAL REFERENCE: Wisconsin Statutes Section 115.38, Wisconsin Administrative Codes 121.02(1)(o), PI 8.01(2)(o), ~~No Child Left Behind Act of 2001~~

CROSS REFERENCE: 152 Goal Setting, 346 Student Assessment

DATE OF ADOPTION: April 16, 2007

REVISED: September 19, 2011, August 16, 2016, **May 20, 2024**



POLICY 535.1 PROFESSIONAL STAFF TIME SCHEDULES (formerly GCJ)

Teachers ~~personnel~~ **will** ~~shall~~ be available during the assigned work day ~~a minimum of 15 minutes~~ both prior to the beginning of the actual student day and after dismissal for the purpose of meeting with students for individual help, planning and preparation, assisting with administrative duties, and discipline and order in the halls and the individual classrooms or teaching stations.

Building principals are authorized to adjust an individual teacher's work day (setting the before and after time to equal eight hours) on a daily basis based on good and sufficient reasons.

Teachers are professional employees as defined by the federal Fair Labor Standards Act and the Wisconsin Municipal Employee Relations Act, § 111.70(1)(L), Wis. Stats. Although professionals' work is not limited to any specified number of hours or days per week, the typical hours of work for full-time employees in positions authorized as "40 hours per week" are considered to be eight hours per day Monday through Friday including a duty-free 30-minute lunch period.

Teachers are required to attend all mandatory administratively-called staff meetings. Administratively-called meetings may begin 30 minutes before the normal workday begins or extend 30 minutes later than the end of the normal workday. The annual number of staff meetings shall be established by the District. The administration will attempt to provide reasonable notice of 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.

For the purposes of this policy, the definition of teacher includes classroom teacher, counselor, school psychologist, Library Media Specialist, and Speech/Language Pathologist.

LEGAL REFERENCE: Fair Labor Standards Act, Wisconsin Municipal Employee Relations Act, Wis. Stats 111.70(1)(L)

CROSS REFERENCE: ~~WCEA River Falls Agreement~~ **Employee Handbook**

DATE OF ADOPTION: March 19, 1973

REVISED: September 19, 1983, October 20, 1986, September 16, 1991, March 16, 1992, January 20, 1997, December 17, 2007, **March 11, 2024**



POLICY 535.3 JOB SHARING (formerly GCIA)

The School District of River Falls provides the opportunity for employees to propose job sharing arrangements. Proposals for job sharing positions shall be considered on the basis of the value to and impact on students. The district recognizes that proposals can be one method to retain staff members who, for personal or family reasons, have a desire to share job responsibilities.

New Job Sharing Arrangement

1. New job share arrangements will not be considered if there is only one employee interested.
2. Two employees wishing to apply for a new job sharing arrangement will initiate their request to do so with the principal/supervisor of all impacted schools/departments. All initial job share requests must be submitted by March 15.
3. A request for a new job sharing arrangement will include the position to be shared, the rationale for the job-share proposal, the division of responsibilities, and the estimated length of the job share arrangement.
4. The principal/supervisor of the impacted school/department will be responsible for forwarding the recommendation to the superintendent.
5. The approval of a job share arrangement is at the sole discretion of the superintendent or designee. Approval shall be at the discretion of the School Board on a yearly basis.

Continuing Job Sharing Arrangement

1. Job sharing arrangements will be approved on a one-year basis. The principal/supervisor is responsible for evaluating the effectiveness of the arrangement and recommending if the job sharing arrangement should be extended. The Principal will program administrator shall exercise complete responsibility for the management of the job sharing arrangement program.
2. The principal/supervisor recommendation should be shared with the impacted employees and the superintendent by January 15.
3. If one of the employees involved in the job sharing arrangement resigns, then the District will attempt to find a qualified replacement to preserve the arrangement. However, if a qualified replacement can not be found, then the job sharing arrangement will end and the entire percentage of the job-share position shall revert back to the remaining employee in the job share arrangement.

LEGAL REFERENCE: Fair Labor Standards Act, Wisconsin Municipal Employee Relations Act, Wis. Stats 111.70(1)(L)

CROSS REFERENCE: Policy 543, Recruitment and Hiring of Support Staff, Administrative Procedure 535.3, Guidelines for Job Sharing Administrative Procedure GCC, Recruitment of Staff

DATE OF ADOPTION: March 19, 1973

REVISED: September 19, 1983, October 20, 1986, September 16, 1991, March 16, 1992, January 20, 1997, December 17, 2007, **March 11, 2024**