

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

October 13, 2025 - at 7:00 PM or immediately following the 6:00 PM Educational Program meeting
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 - 7:00 PM (or immediately after Educational Program Committee)**
- 2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
- 3. **HEARING OF VISITORS OR DELEGATIONS**

4. **CLASS SIZE ANALYSIS**

2

Description: Preliminary class sizes will be compared to class size guidelines.

Recommended Action: None, informational only.

5. **ANALYSIS OF CERTIFIED/SUPPORT STAFF EMPLOYEE RETAINMENT**

11

Description: Retention rates of different employee groups will be shared and analyzed.

Recommended Action: None, informational only.

6. **HIRING PRACTICES**

Description: Discussion of hiring practices used to verify credentials and backgrounds of new hires.

Recommended Action: None, informational only.

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

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

Recommended Action: As needed.

8. **SCHEDULE NEXT PERSONNEL COMMITTEE MEETING**

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

Recommended Action: Set the meeting schedule as follows:

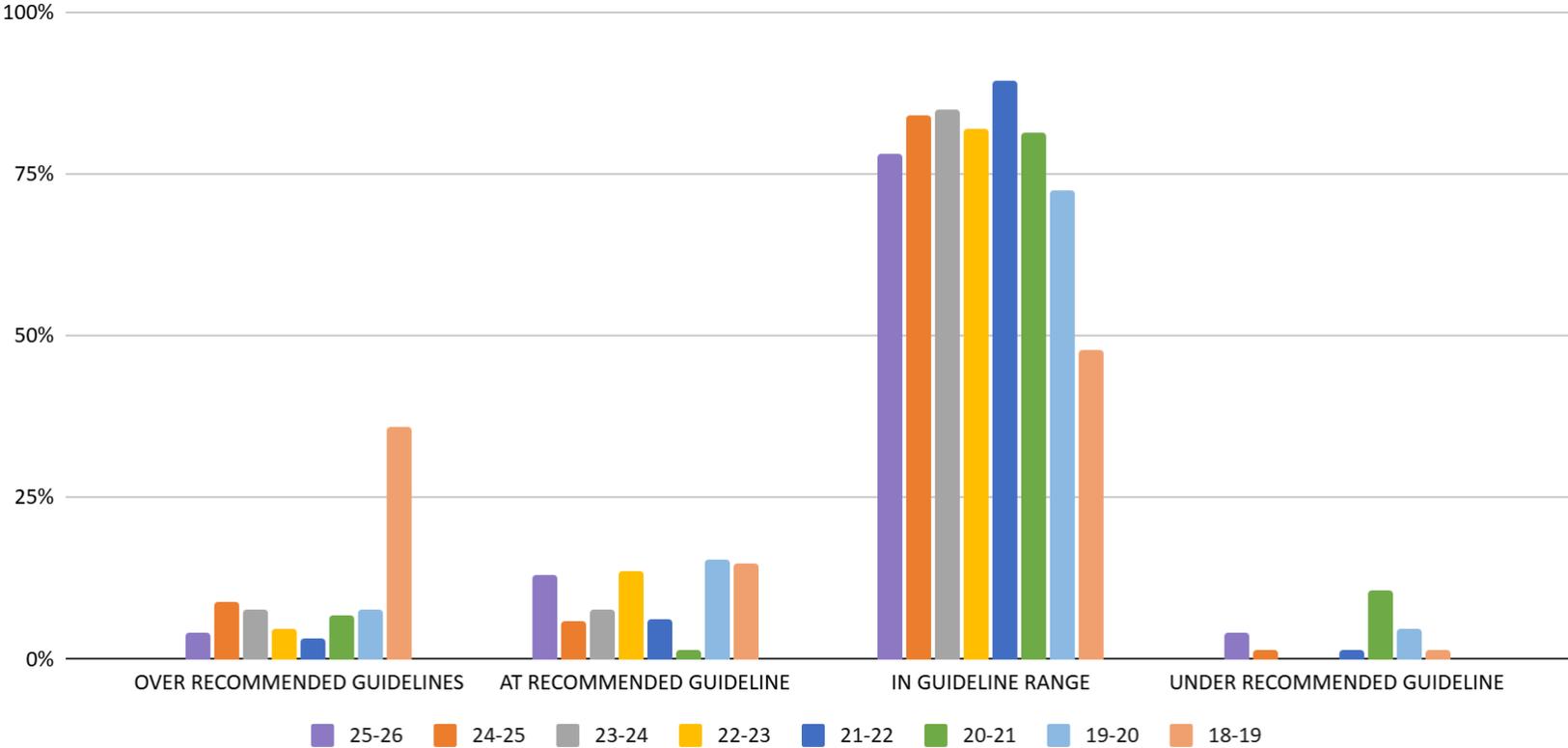
Personnel Committee meeting, Monday, November 10, 2025, 8:00 p.m. *(or immediately following Finance & Facilities)*

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

9. **ADJOURN**

ELEMENTARY CLASS SIZE ANALYSIS
10-13-25

Elementary Class Size Analysis

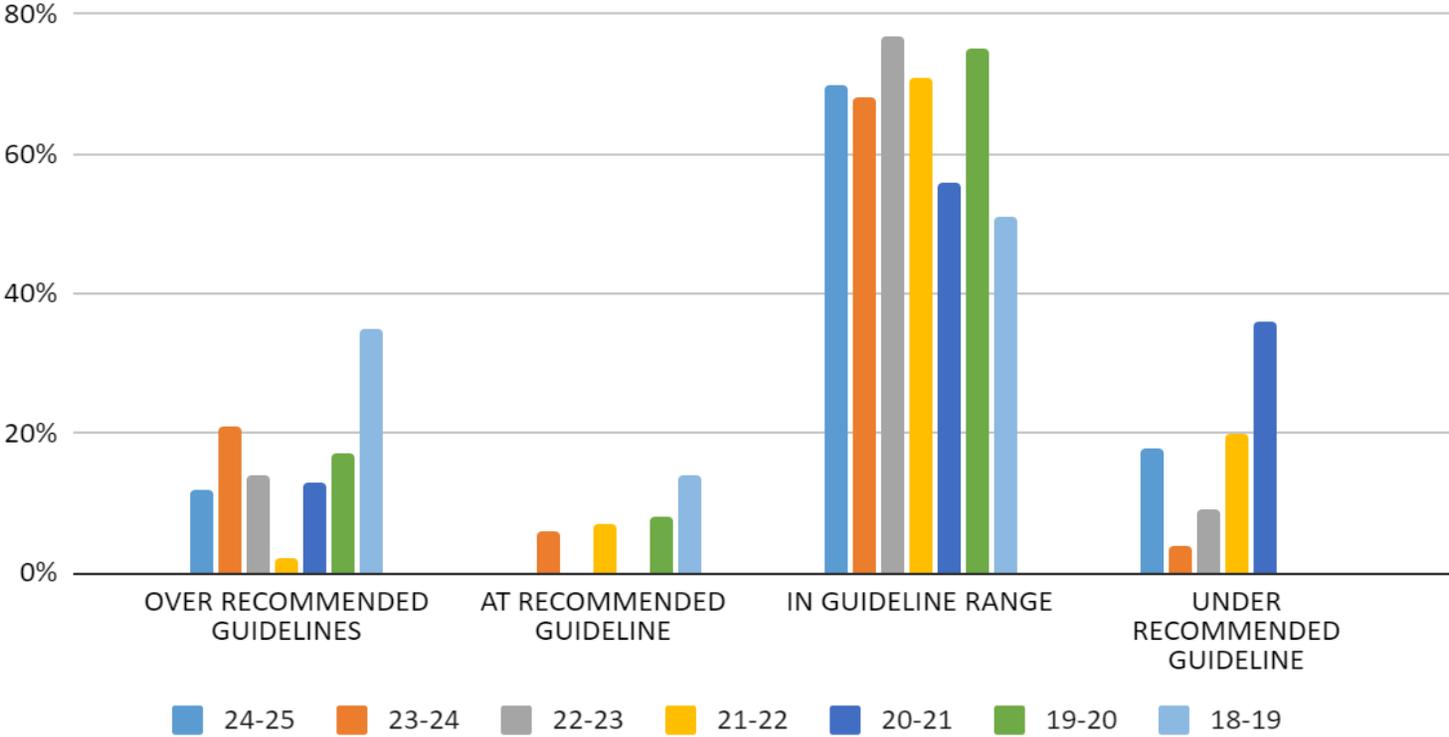


ELEMENTARY CLASSROOM SUMMARY

	2025-26		2024-25		2023-24		2022-23		2021-22		2020-21		2019-20		2018-19	
TOTAL CLASSROOMS ANALYZED	67		67		66		66		65		75*		65		67	
OVER RECOMMENDED GUIDELINES	3	4%	6	9%	5	8%	3	5%	2	3%	5	7%	5	8%	24	36%
AT RECOMMENDED GUIDELINE	9	13%	4	6%	5	8%	9	14%	4	6%	1	1%	10	15%	10	15%
IN GUIDELINE RANGE	52	78%	56	84%	56	85%	54	82%	58	89%	61	81%	47	72%	32	48%
UNDER RECOMMENDED GUIDELINE	3	4%	1	1%	0	0%	0	0%	1	2%	8	11%	3	5%	1	1%

MIDDLE SCHOOL CLASS SIZE ANALYSIS
10-13-25

MS CLASS SIZE ANALYSIS

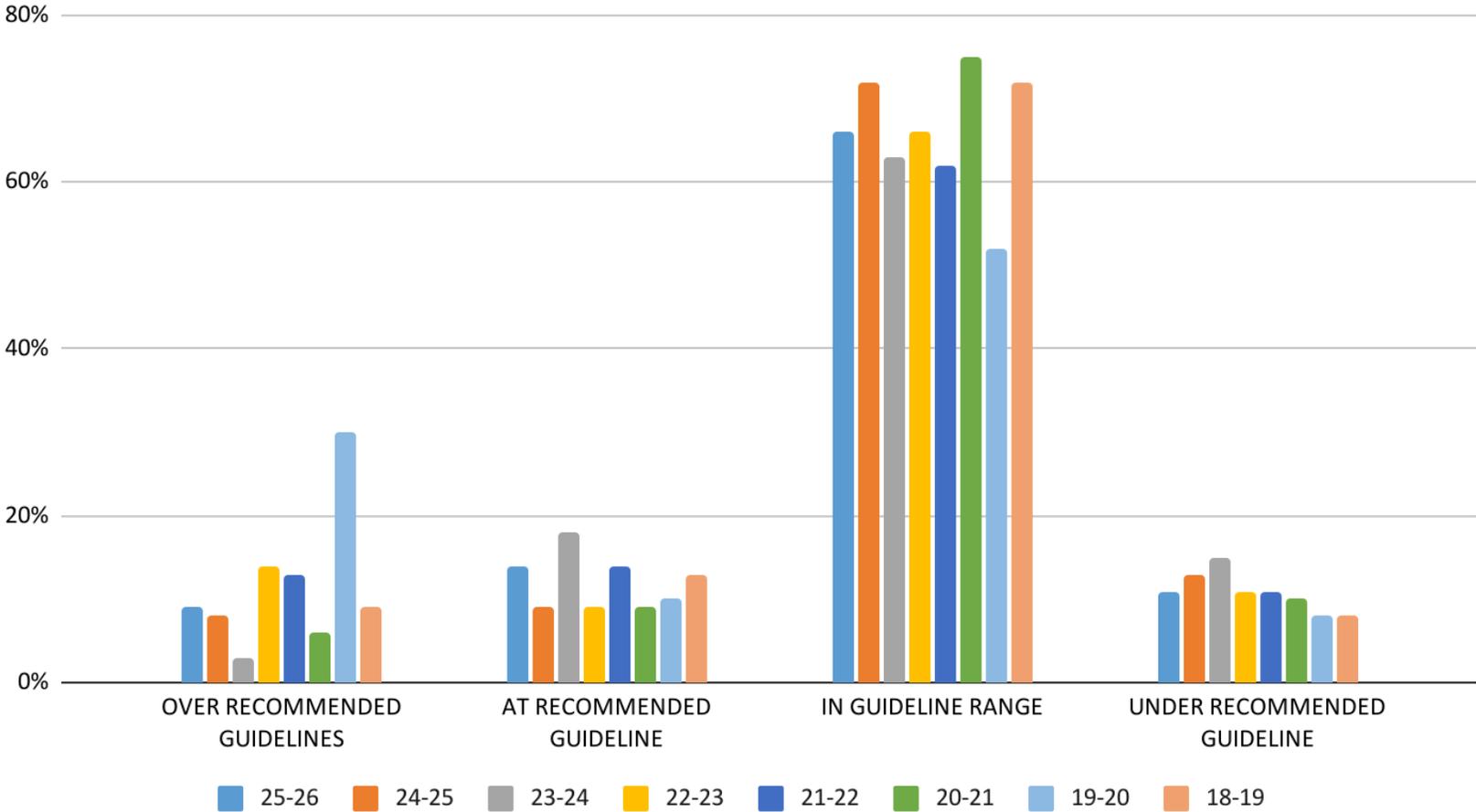


MMS COURSE SUMMARY																
	25-26		2024-25		2023-24		2022-23		2021-22		2020-21		2019-20		2018-19	
TOTAL 'COURSES' ANALYZED	48		50		47		44		45		45		52		49	
OVER RECOMMENDED GUIDELINES	6	13%	6	12%	10	21%	6	14%	1	2%	6	13%	9	17%	17	35%
AT RECOMMENDED GUIDELINE	0	0%	0	0%	3	6%	0	0%	3	7%	0	0%	4	8%	7	14%
IN GUIDELINE RANGE	31	65%	36	72%	32	68%	34	77%	32	71%	24	53%	39	75%	25	51%
UNDER RECOMMENDED GUIDELINE	11	23%	8	16%	2	4%	4	9%	9	20%	16	36%	0	0%	0	0%

MS SECTION SUMMARY					
	TOTAL SECTIONS	SECTIONS OVER GUIDELINES	% OVER	SECTIONS UNDER GUIDELINES	% UNDER
MS	355	40	11%	71	20%

HIGH SCHOOL CLASS SIZE ANALYSIS
10-13-2025

HS CLASS SIZE ANALYSIS



HS COURSE SUMMARY																
	25-26		2024-25		2023-24		2022-23		2021-22		2020-21		2019-20		2018-19	
TOTAL 'COURSES' ANALYZED	125		128		153		160		158		155		159		150	
OVER RECOMMENDED GUIDELINES	11	9%	10	8%	5	3%	23	14%	21	13%	9	6%	48	30%	14	9%
AT RECOMMENDED GUIDELINE	17	14%	12	9%	28	18%	15	9%	22	14%	14	9%	16	10%	19	13%
IN GUIDELINE RANGE	83	66%	90	70%	97	63%	105	66%	98	62%	116	75%	83	52%	108	72%
UNDER RECOMMENDED GUIDELINE	14	11%	16	13%	23	15%	17	11%	17	11%	16	10%	12	8%	12	8%

HS SECTION SUMMARY					
	TOTAL SECTIONS	SECTIONS OVER GUIDELINES	% OVER	SECTIONS UNDER GUIDELINES	% UNDER
HS	456	74	16%	60	13%



POLICY 343.2 CLASS SIZE GUIDELINES

Scheduling parameters will set student enrollment for all classes as enumerated in guidelines approved by the School Board. Exceptions to a minimum of 15 for all classes will be made for those classes required by the Department of Public Instruction or specifically authorized by the School Board.

DISTRICT CLASS SIZE GUIDELINES

ELEMENTARY				
LEVEL	MINIMUM	MAXIMUM	LOOK TO ADD PARA OR PART TIME FTE PER G.L. RATIO	LOOK TO ADD CLASS/TCHR PER G.L. RATIO
4K	At the discretion of the 4K Site	13	At the discretion of the 4K Site	14
JK**	12	17	18	*20
K-1-2	18	23	24	27
3-4-5	18	25	27	28
Combination K-5	18	21		
Montessori (CH)	10	18	19	20
Montessori (1-2-3)	18	23	24	27
Montessori (4-5-6)	18	25	27	28
**JK enrollment will be capped at 20, no additional directions will be added without School Board approval.				

MIDDLE SCHOOL		
CLASS TYPE	MINIMUM	MAXIMUM
CORE (LA, Social Studies, Science, Math, Health, PE)	24	30
Exploratory (Art, TE, Music, Foreign Language, FACE, Computer)	17	27
Large Group Music (vocal/instrumental)	30	90
Instrumental Individual/Small Group Music Lessons (15 min each)	1	10
Foreign Language (7-8)	18	30

HIGH SCHOOL

CLASS TYPE	MINIMUM	MAXIMUM
LA, Social Studies, Math, Health, Science, Computer	20	30
LAB (Science, TE, AG, Art, FACE) - facility, safety, and station dependent	20	28
Large Group Music (vocal/instrumental)	30	100+
Vocal & Instrumental Indiv/Sm Group Music Lessons (15 min each)	1	10
Physical Education (general)	25	35
Swimming/Lifeguarding	20	30
Foreign Language	18	30
Advanced (with School Board permission) (singleton, safety) exs: engineering physics, AP calculus, adv power mechanics, & foreign languages levels 3+	15	30
*Virtual Instructor (9-12)	24	30
**Virtual Local Education Guide (LEG)	30	50
*With the support of an online platform, the VES Instructor is responsible for the planning, instruction, assessment, and student/family communication.		
**The VES LEG is responsible for monitoring academic progress and student/family communication when the student is taking a virtual course from an off-site instructor.		

With the exception of “capstone” high school courses, any class that goes below the approved minimum must have superintendent approval to be offered.

RENAISSANCE CHARTER ACADEMY (RCA)

Staffing Ratio based on 12 students: 1 Teacher for RCA and General Education Development Option #2 (GEDO II)

STUDENTS	TEACHER FTE	PARAPROFESSIONAL FTE
12	1.0	0
18	1.5	0
24	2.0	0.5
30	2.5	0.5
36	3.0	1.0
42	3.5	1.0
48	4.0	1.0

54	4.5	1.0
60	5.0	1.0
66	5.5	1.0

- Guidelines updated 12/19/07 (added Montessori and Renaissance)
- Guidelines updated 1/21/08 (deleted SAGE requirement)
- Guidelines updated 5/18/09 (additional FTE added to Renaissance)
- Guidelines updated 10/15/19 (alignment of all Elementary Staffing Ratios)
- Guidelines updated 11/9/20 (addition of Virtual/E-School)
- Guidelines updated 08/15/22 (addition of JK)
- Guidelines updated 11/11/24 (addition of GEDO II Program at RCA)

CROSS REFERENCE: Attached Guidelines

DATE OF ADOPTION: September 16, 1991

REVISED: March 17, 2008, October 14, 2019, November 9, 2020, September 19, 2022, December 16, 2024

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

RETENTION ANALYSIS: REASON					TOTAL		TEACHERS		ADMIN	
YEAR	RETIREMENT	RESIGNATION	NEW	TOTAL	RESIGNATION	R/R	RESIGNATION	R/R	RESIGNATION	R/R
2018	12	15	5	32	6.20%	11.16%	6.11%	10.92%	7.69%	15.38%
2019	10	12	9.5	31.5	4.90%	8.98%	5.17%	9.05%	0.00%	7.69%
2020	8.32	13	14.48	35.8	5.10%	8.37%	5.42%	8.89%	0.00%	0.00%
2021	7.5	16.5	5.5	29.5	6.47%	9.42%	6.88%	9.59%	0.00%	6.67%
2022	8	22.5	1	31.5	8.46%	11.47%	8.96%	11.88%	0.00%	13.33%
2023	7.5	19.0	4	30.5	7.06%	9.85%	6.69%	9.64%	13.33%	13.33%
2023-2024	8.0	22.0	2	32.0	8.10%	11.05%	7.80%	10.53%	13.33%	20.00%
2024-2025	7.0	12.0	3.5	22.5	4.41%	6.98%	4.67%	7.39%	0.00%	0.00%
AVERAGE	8.5	16.5	5.6	31.8	6.61%	10.04%	6.72%	10.07%	4.91%	10.92%

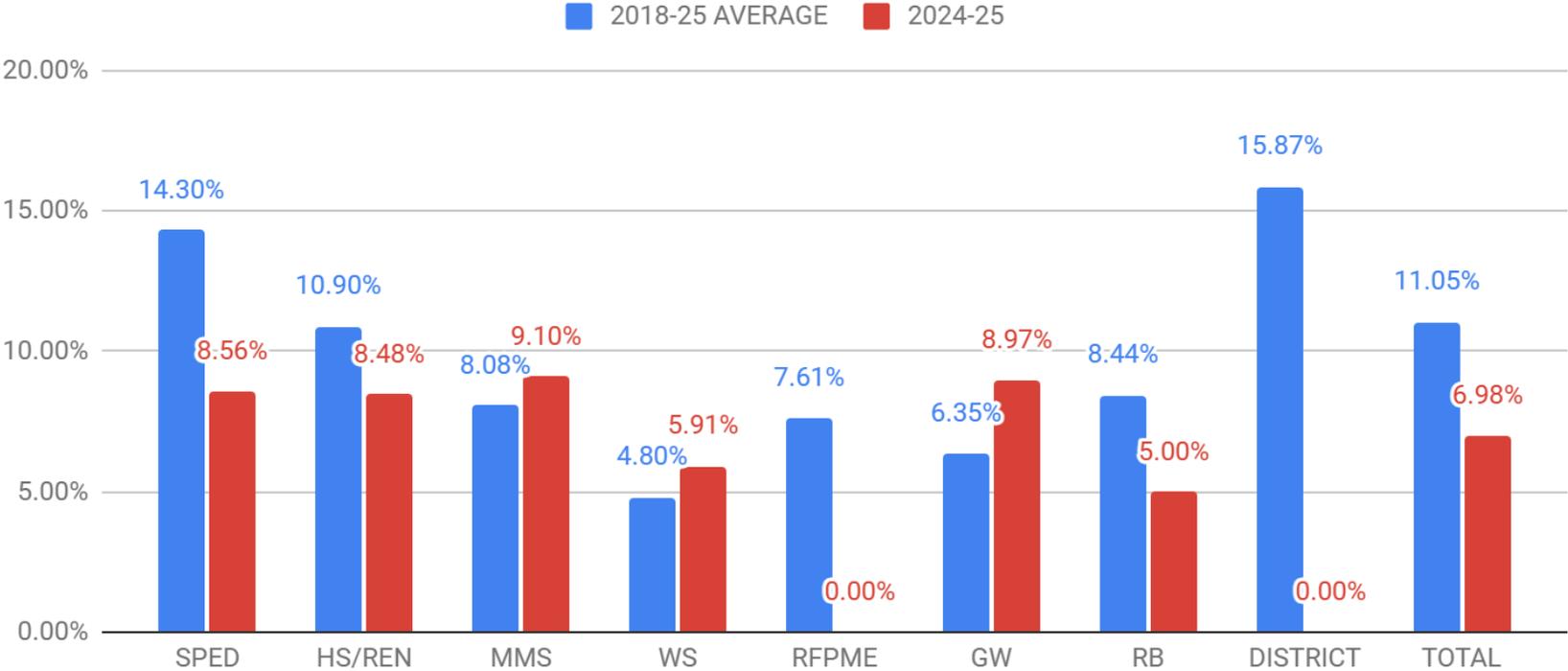
Conclusions

- Resignations were 4.5 below the 8-year average.
- Retirements have been generally stable over the past 8 years.
- No change in administrative team.

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

RESIGNATION+RETIREMENT RATE BY BUILDING/JOB (2018-25)



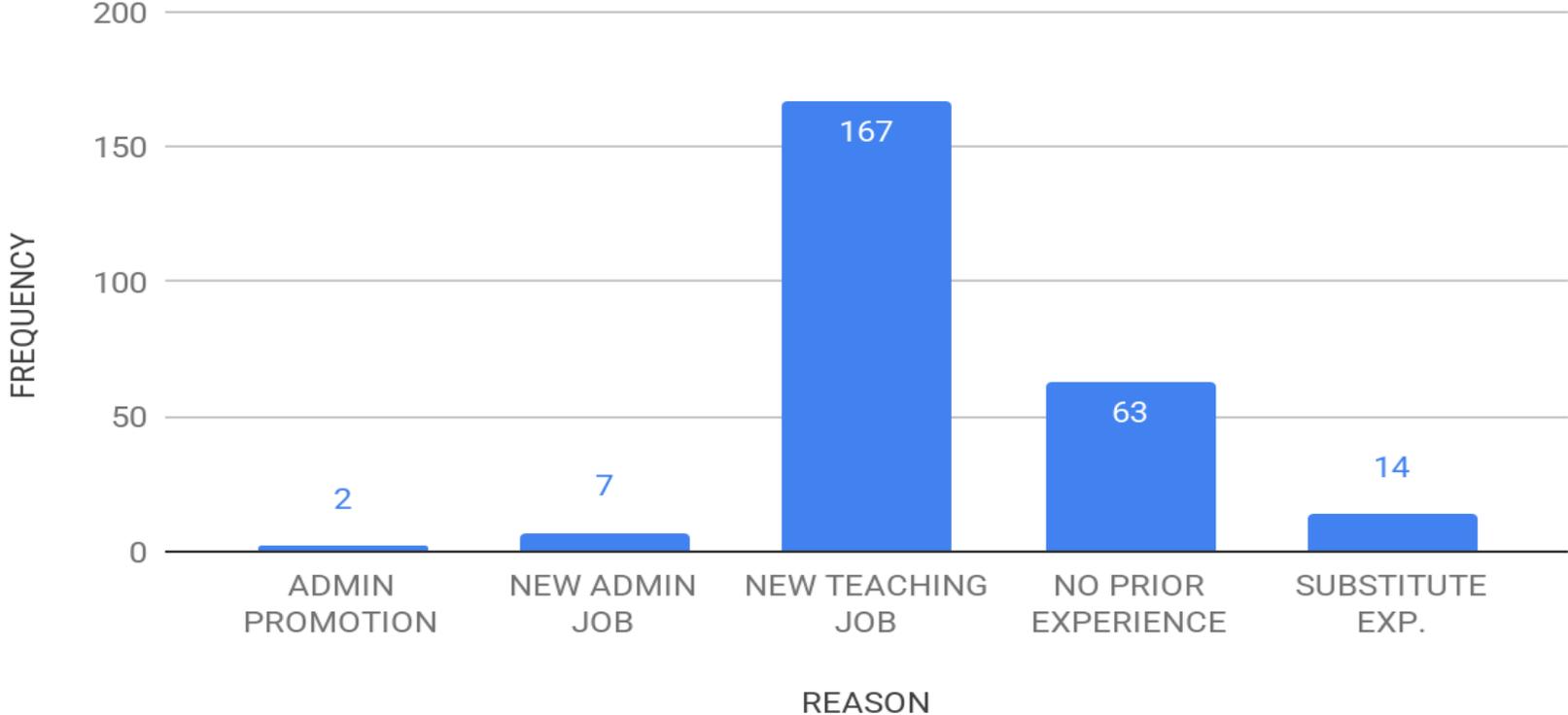
Conclusions

- At 14.3%, SPED teaching positions have the highest turnover rate over the past 8 years.
- MMS had the highest turnover rate in 2024-25.
- The 7% turnover rate at RFPME is lower than what is being reported statewide (14% left their district in 23-24: DPI).

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

TEACHERS/ADMIN JOINING RFSD (2018-2025)



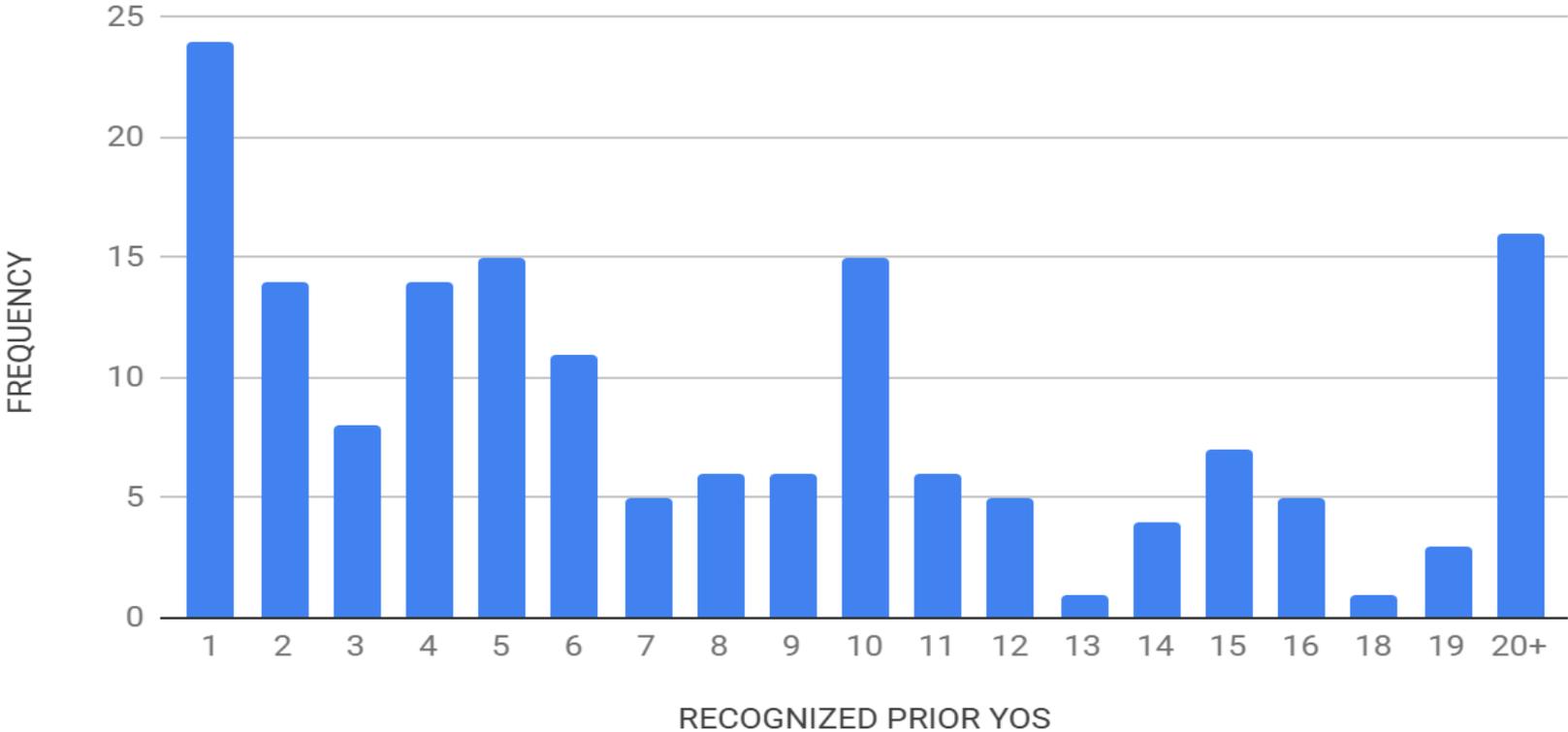
Conclusions

- RFSD attracts experienced teachers (167 new hires have had at least one year of experience).
- Given the decrease in teachers entering the profession this has helped the district fill vacancies.

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

TEACHERS/ADMIN JOINING RFSD (2018-2025)

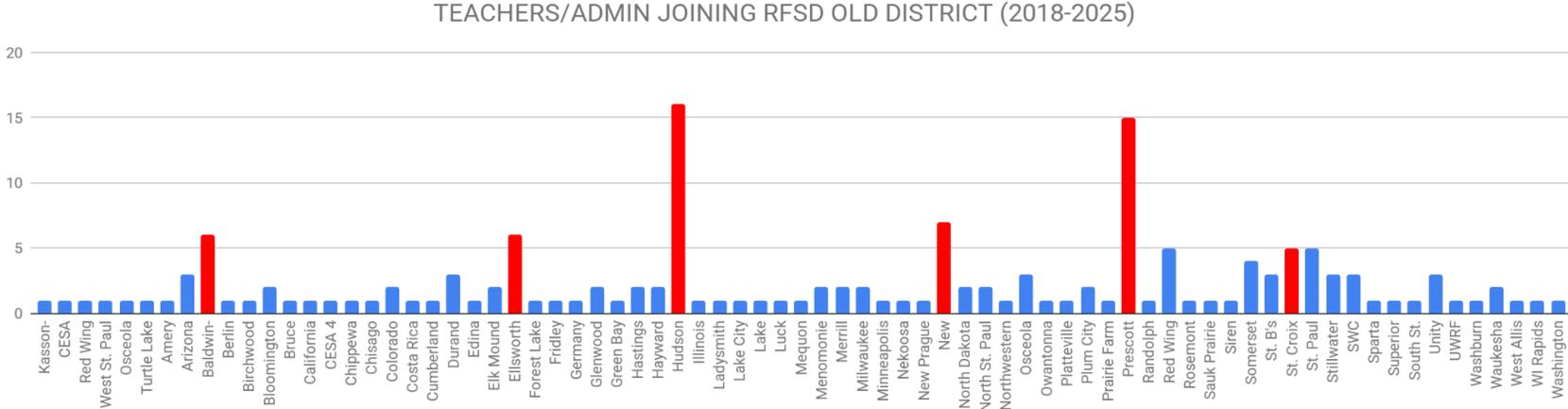


Conclusions

- The majority of teachers join us with 10 years of experience or less.

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff



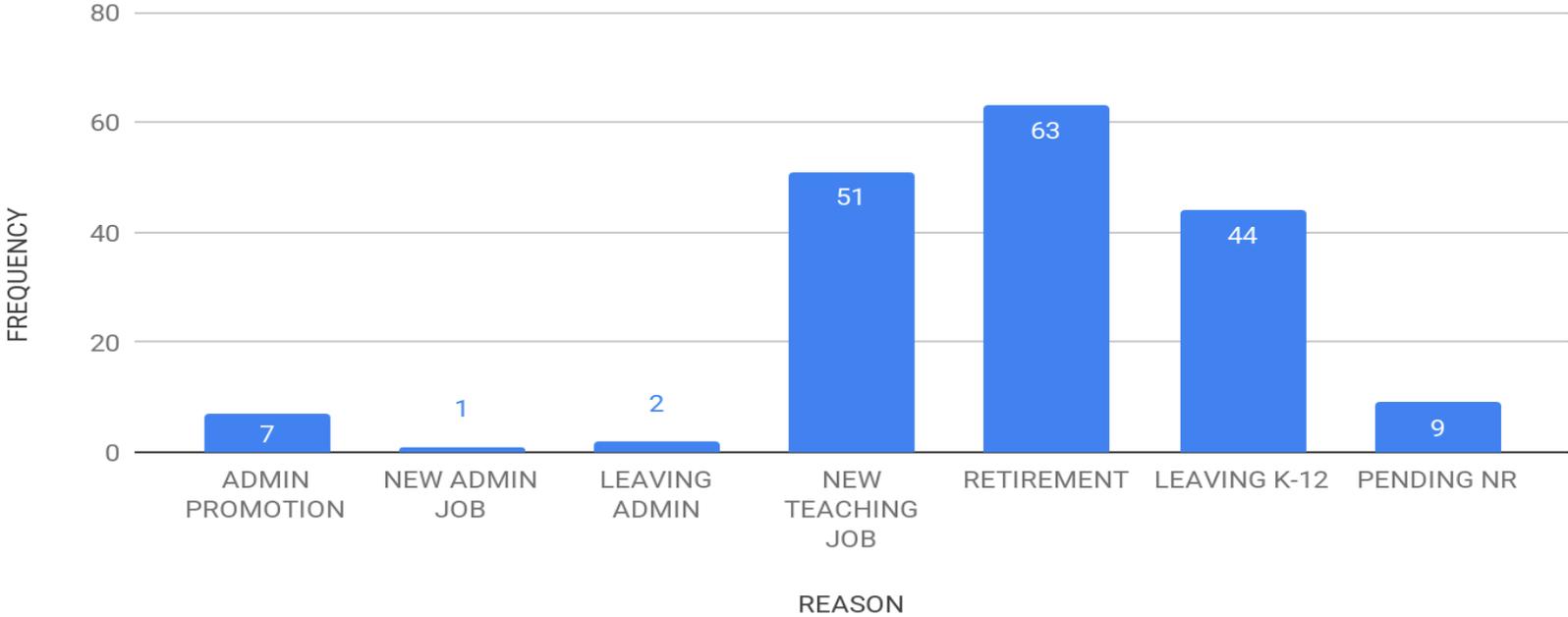
Conclusions

- District within 40 minutes are the most frequent (BW-6, Ellsworth-6, Hudson-16, New Richmond-7, Prescott-15, SCC-5).

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

TEACHERS/ADMIN EXITING RFSD (2018-25)



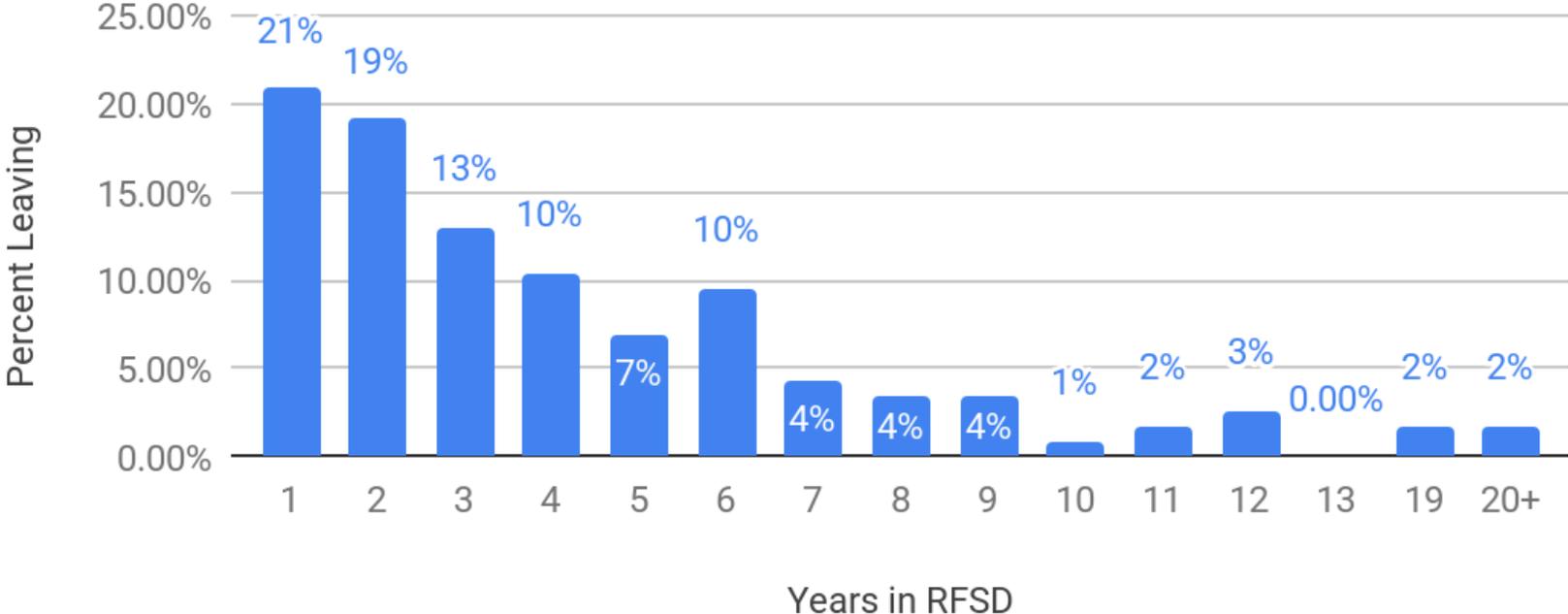
Conclusions

- Retirement is the most common reason for teachers exiting RFSD, but leaving K-12 is increasing at a much higher rate.
 - Leaving K-12 over the past 6 years
 - 2018: 4 2022: 10
 - 2019: 6 2023: 10
 - 2020: 5 2024: 4
 - 2021: 6 2025: 5

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

Percent of Certified Staff Leaving by YOE



Conclusions

- 40% of teachers who leave the district do so in year 1 or 2.

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

CLASS RETENTION RATE									
CLASS OF:	INITIAL	AFTER 1	AFTER 2	AFTER 3	AFTER 4	AFTER 5	AFTER 6	AFTER 7 YEARS	CURRENT
2018	33	29	25	23	20	19	18	18	54.55%
2019	31	27	24	22	20	19	18		61.29%
2020	32	29	26	20	17	16			53.13%
2021	30	25	19	14	13				46.67%
2022	31	29	27	26					87.10%
2023	30	29	29						96.67%
2024	31	29							93.55%
2025	26								

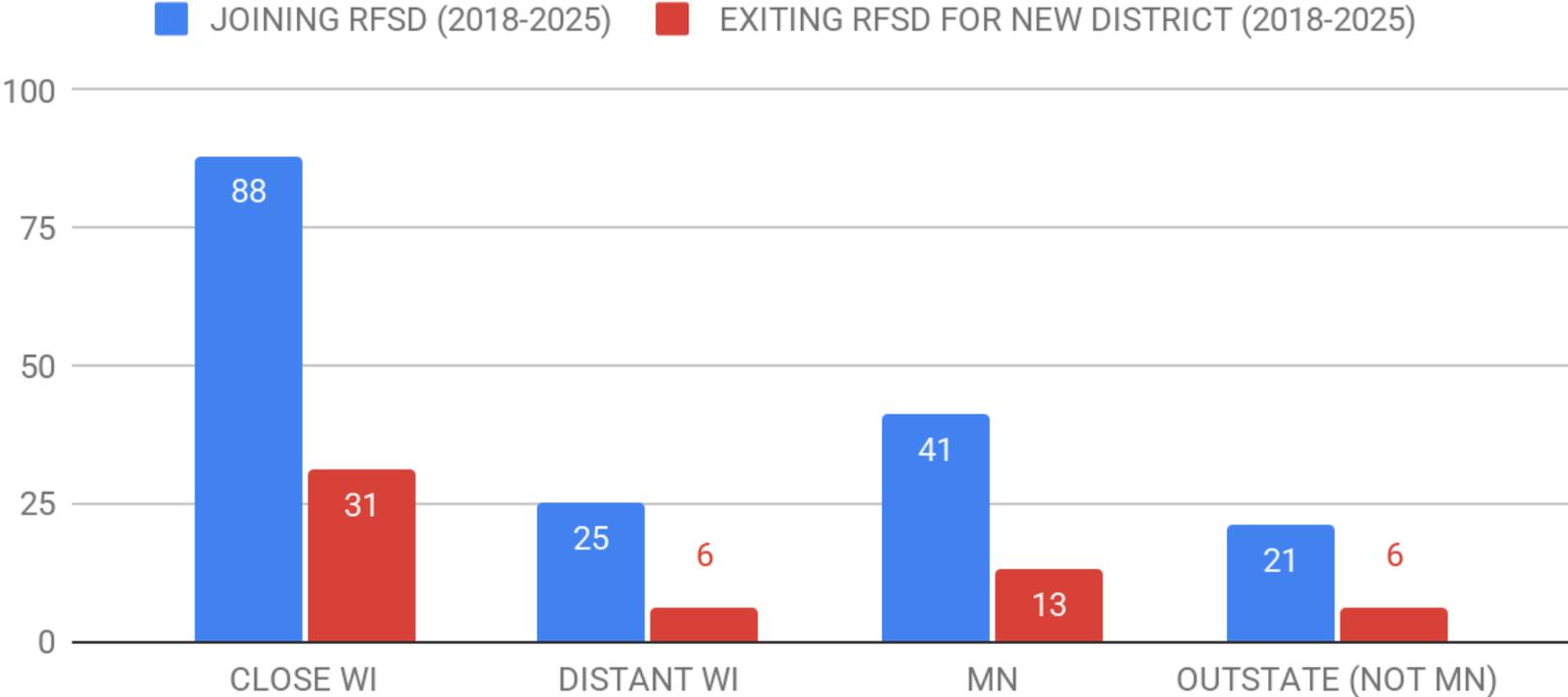
Conclusions

- All but two teachers from last year came back for 2025-6.
- 55.6% of teachers leave k-12 by year 7.

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

EXPERIENCED TEACHER-ADMIN MIGRATION (2018-25)



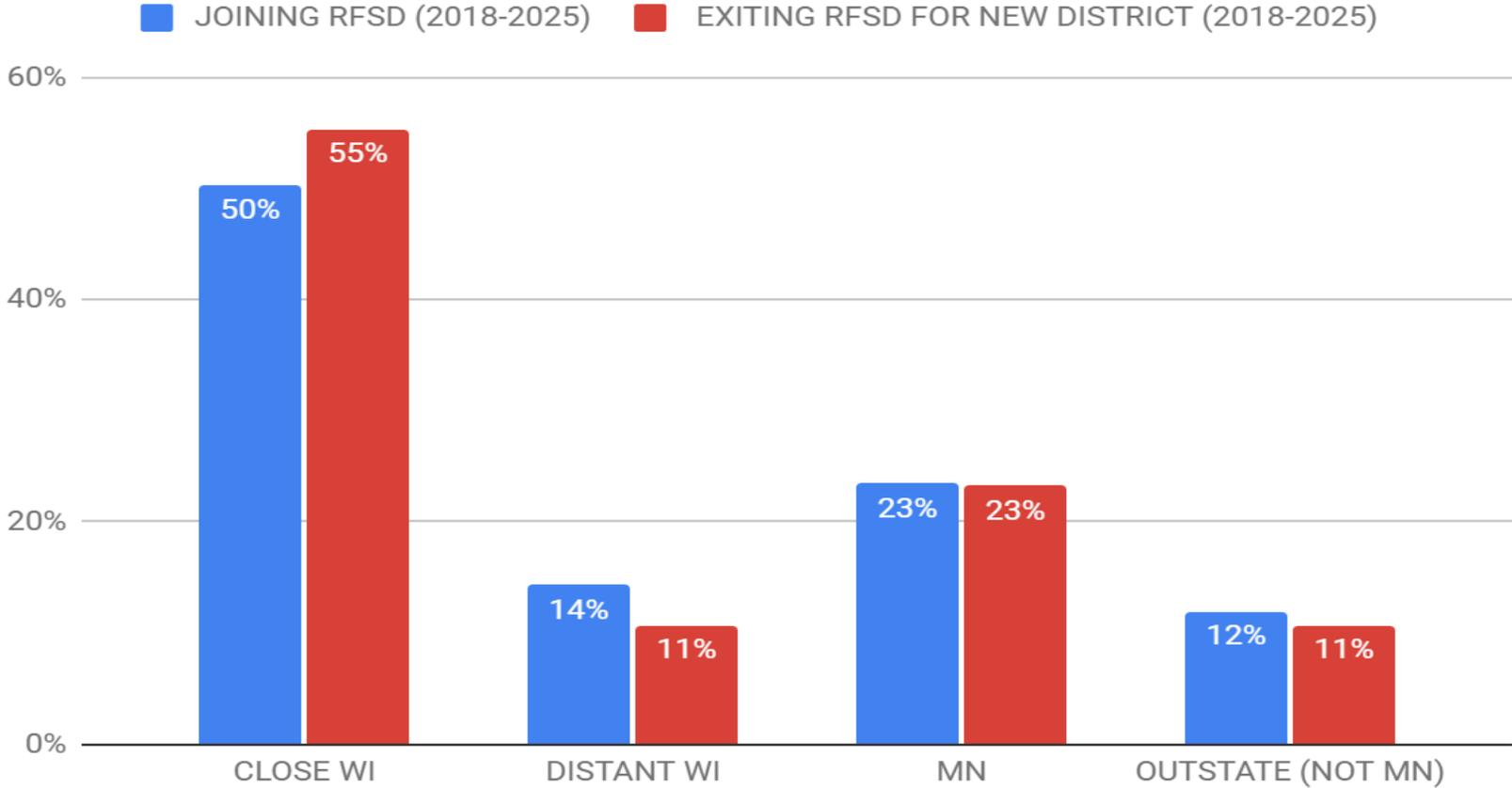
Conclusions

- We attract and lose the most admin/teachers to the Wisconsin school districts within 2 hours of River Falls.
- Due to retirements, teachers leaving K-12, and less entering the field of education, we have to attract more experienced teachers than we lose.

STAFF RETENTION ANALYSIS (2018-2025)

Certified Staff

EXPERIENCED TEACHER-ADMIN MIGRATION (2018-25)



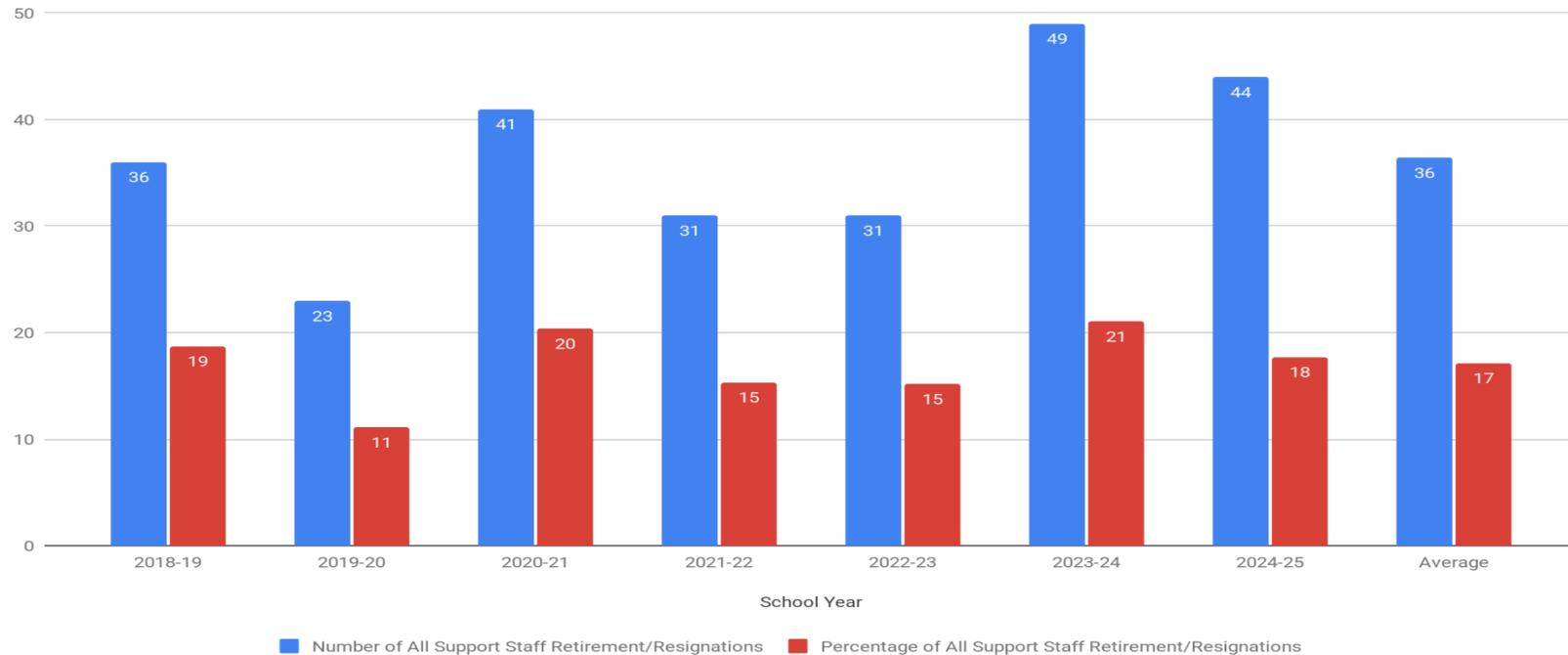
Conclusions

- The percentage of migration in/out of the district is pretty consistent.

STAFF RETENTION ANALYSIS (2018-2025)

Support Staff

2018-2025 Support Staff Retirement & Resignation



Conclusions

- Support staff turnover happens throughout the school year/summer. The support staff groups analyzed have a turnover rate of 17-18%. This rate can be hard to track due to the high volume of transfers and position adds/cuts based on student needs.
- The highest rate of turnover is in the SPED Paraprofessional/Health Aide group.
 - More pay or better health insurance benefits.
 - Changed to a position (sometimes in district) that is less physically and/or emotionally demanding.
 - Family situation changed (i.e. having a baby/spouse's job changed/college schedule changed).
 - Colleagues are supportive and very willing to help.
 - It is hard to really know what you are getting into until you are there.

STAFF RETENTION ANALYSIS (2018-2025)

All Staff

2018-2025 All Staff Retirement & Resignation									
School Year	Number of Non Certified Staff	Number of Certified Staff (admin included)	Total Staff	Number of Non Certified Staff R/R	Number of Certified Staff R/R	Total Staff R/R	Non Certified Staff Retention Rate	Certified Staff Retention Rate	All Staff Retention Rate
2018-19	192	245	437	36.00	31.50	67.50	81%	87%	85%
2019-20	207	254.84	461.84	23.00	35.80	58.80	89%	86%	87%
2020-21	201	254.84	455.84	41.00	29.50	70.50	80%	88%	85%
2021-22	202	266	468	31.00	31.50	62.50	85%	88%	87%
2022-23	204	269.06	473.06	31.00	30.50	61.50	85%	89%	87%
2023-24	233	271.38	504.38	49	32	81.00	79%	88%	84%
2024-25	248	274.13	522.13	44.00	19.00	63.00	82%	93%	88%
Average	212.43	262.18	474.61	36.43	29.97	66.40	83%	89%	86%

Conclusions

- Best retention rate for certified staff in the past 7 years. (93% retention is 4% higher than our average and 7% higher than the state average of 86% (23-24 DPI))
- Best retention rate for all staff in the past 7 years (2% higher than average)
- Support staff had 3% growth in retention from 23-24, but still slightly below average.